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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 April 1989 #86

Right to Vote!

Close observers of the Teamsters accord said the terms of the settlement were greatly influenced by the concerns and platform of ... Teamsters for a Democratic Union."

—*The Wall Street Journal*, March 14

The door of our Teamsters union has opened to the members. Now is the time for us to mobilize and step right in. Teamsters heard the news March 14 in truck stops, lunch rooms, factories, canneries and construction sites across North America. We can proudly celebrate the biggest victory in the history of the rank and file movement. We have won the Right to Vote!

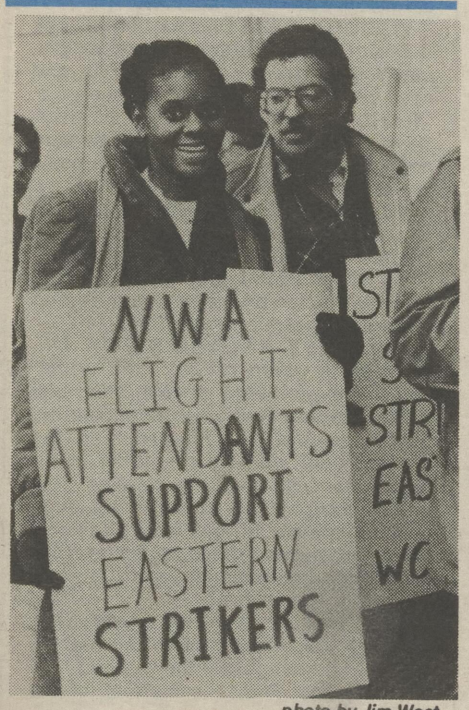

photo by Jim West

Solidarity for Machinists and Pilots at Eastern! This Teamster flight attendant from Northwest Airlines showed her solidarity on the picket line in Detroit. See page 10 for a history of how secondary boycotts and strikes built our union, and why this right is critical to labor.

Just as we achieved what some had called impossible in winning Majority Rule on contracts less than six months ago, we now have won what some had called absolutely hopeless. Judge David Edelstein signed a court order, with the agreement of the U.S. Justice Department and the Teamsters General Executive Board, amending the IBT Constitution to provide a direct vote by the rank and file in the fall of 1991 for the General President, Secretary-Treasurer and the 16 International vice presidents. All delegates to the June 1991 IBT Convention in Orlando, Fla., will be directly elected by the members within six months of the convention in each and every local union. (See page 3.)

The skeptics and naysayers have been silenced. Those who said we were dreaming, who said you can't beat the government and the Teamster executive board members with all their power and money. We persevered, and thousands of Teamsters joined us in saying NO to concessionary contracts, the two-thirds rule, corrupt union officials, and employers who hoped to smash our union. Our movement thrived. David beat Goliath again.

The door is open. But the Right to Vote is just the beginning. We have a long way to go. We must be better organized and stronger to push our way in. If an election were held tomorrow, we would not be prepared. Democracy doesn't mean much in a one-party system. We must have convention delegates and nominees for top offices who take a mass movement of the strongest-willed Teamsters who believe in themselves and in their brothers and sisters and who can muster the resources to have a vision for the future and the courage to tackle our union's problems.

In less than two years an election will be held in your local union for delegates to the most important convention in the history of our union. Will your local elect delegates who are committed, publicly and in writing, to support specific new reforms and new leaders for our union?

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The Right to Vote has made possible the creation of a union that will be a model of democracy and strength. The stakes are higher than ever and history is in our hands. It will reach 1.6 million Teamsters.

That movement exists. It's called Teamsters for a Democratic Union. The TDU International Steering Committee is meeting in April and has scheduled a weekend conference in June to plan the passage of our movement through that open door. You are invited to send them your ideas in care of the TDU national office.

This is our time. Thousands of Teamsters have awaited this day. We cannot afford to lose this opportunity. We need your support now. Fill out the TDU membership form on the back page and let's get to work.

Teamsters for a Democratic Union
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(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU (application on back page) to help improve our union.

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From the Members

Members Want Pension Action

Following are a few of the many letters received recently on Teamster pensions, and health and welfare.

•

Please try to get us a raise on our pensions. We need it bad. We gave most of our lives to serve these companies, in my case Roadway Express. It left me with a heart condition. All I want is just enough to get by. God bless you. You're doing a super good job. We shall prevail.

Walter C. Gibbs
Local 480, Roadway (retired)
Castalian Springs, Texas

•

My main interest is in increasing retirement benefits to at least $2,500 a month, and retirement at 30 years and out regardless of age, and I mean any age.

Otis Wright Smalley Jr.
Local 568, Roadway
Shreveport, La.

•

I feel TDU should devote more coverage to the increasing benefits crisis that many Teamsters are currently facing. In particular, the health and welfare funds, such as the Central Pennsylvania Teamsters H&W Fund, are cutting benefits while raising premiums without much input from the membership. To be sure, some changes are necessary; however, many are arbitrary and create gaps in coverage which leave many Teamsters in jeopardy.

Patrick J. Finelli
Local 773, Ashland Chemical
Bethlehem, Pa.

•

About 40% of us UPS workers are among the many employees that are approaching or have already accomplished 20 years of service. ... We have received booklets (from the Central States Fund) informing us that our pension plan cannot improve because of the lack of funds. Isn't it dependent on the company to contribute enough money to provide decent pension plans?

The message that we want to portray is that we are the backbone of the company. We expect more than a Mickey Mouse bonus and a damn turkey for breaking our backs each year. Please help the hard-working employees that make UPS millions and millions of dollars every year.

"Aching Backs"
Tennessee

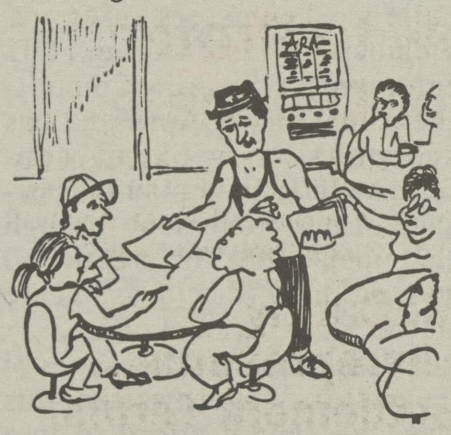
•

I have been a Teamster since 1954 and when I retire this year I'll have 35 years of service. I am a member of the Western Conference and it will cost me $256 a month for health insurance for my wife and I until I'm 65, which will be in three years. That is ridiculous.

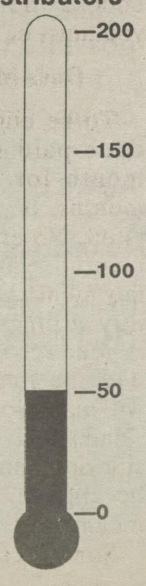
Johnny Wilson Stockard
Local 492, ABF
Albuquerque, N.M.

News & Ideas Worth Spreading!

Our *Convoy Dispatch* distribution drive that started in February is going well and needs your help to get going even better. Fifty-two new bundle distributors are doing their part to spread the news during this important period in our union, including new distributors at Coca-Cola, Airborne Freight, Metropolitan Lumber, Super Valu, Howards Express and Jones Transfer. Eight new bundles are now being distributed at carhaul companies. How about some healthy competition out there? Yellow Freight employees lead all others in distribution of new bundles with 10. Roadway follows closely with eight. Come on UPS, PIE, CF and Preston, you've got four, four, two and one, respectively. Local 600 leads all others with three. Thanks to all of you! Now how about *you*? A little bundle goes a long way.



New Bundle Distributors



Send Me More!

I want to receive a bundle of each issue of *Convoy Dispatch*.
Send me:
❑ 10-$3 ❑ 20-$5 ❑ 50-$6 ❑ 100-$10
Other _____ ($5 per additional 100)

Name _____

Company _____ Local _____

Address _____

City/State _____ Zip _____

Return to TDU, Box 10128, Detroit, Mich. 48210

Now's the Time —Join TDU!

TDU has made big progress in the last year or so to better our union. Those TDU union members who have worked so hard should be proud of our accomplishments. Let's continue our efforts to better our union. And to those who are not yet members, NOW is the time—join up!

Jack Widmer
Local 24, CF
Akron, Ohio

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Diana Kilmury, Vancouver, B.C., Local 213
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Michael Savwoir, Kansas City Local 41

Organizer:
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Members:
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Sarah Bequette, St. Louis Local 600 spouse
Sam Fenn, Los Angeles Local 63
Barbara Mooney, Phoenix Local 104
Luis Ortiz, Phoenix Local 104
O.L. Pinson, Shreveport, La., Local 568
William Stromatt, Atlanta Local 728

Alternates:
Roy Ray, Denver Local 961
Dana Beougher, Tampa Local 79
George Beam, Nashville Local 327

How to Contact TDU Offices

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 834-0631.

TDU Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1988 for one year. Our Rank & File Convention had 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Summary of Major Terms in Court Order

How the Teamster Constitution Is Changed

Delegate Elections. All delegates to IBT Conventions, starting in 1991, shall be elected by direct rank and file balloting shortly before the convention (not more than six months before, except for those delegates elected during fall 1990 local union elections). Officers will no longer automatically be delegates.

Nominations for Officers. Nominations shall be at the convention, with 5% of the delegates (voting by secret ballot) needed to nominate. The election shall be supervised and shall be by in-person, ballot-box voting at local unions, with absentee ballots where necessary.

Election of Officers. The IBT General President, Secretary-Treasurer and all 16 International vice presidents shall be elected four to six months after the convention by direct rank-and-file voting. Five of the VPs shall be elected at-large by the entire Teamster membership. The other 11 VPs shall be elected by members in their respective Conference area: Canadian, one; Southern, two; Western, two; Eastern, three; Central, three.

Any vacancy in the office of IBT General President shall be filled by special election; other vacancies shall be filled by appointment.

Election Officer. A court-appointed Election Officer shall supervise the elections in 1991 and '96. The Election Officer shall be able to hire staff, distribute materials to the membership prior to the election, have access to all records, have office space at the IBT headquarters, and certify the results.

Independent Administrator and Investigations Officer. These officers shall be appointed by the court, proposed by the government and the IBT officers. The Investigations Officer shall have the power to conduct investigations of the operations of the IBT and its affiliates, and initiate disciplinary actions or trusteeship proceedings regarding corrupt or dishonest officers or locals.

The Administrator shall hear any charges, using a "just cause" standard. The Administrator may also have review power over IBT actions to prevent racketeering activity. Both officers shall have staffing, independent auditors, office space, access to information, and shall issue reports to the membership. These officers shall serve until 1991, when a permanent Independent Review Board shall be formed.

Independent Review Board. After the Elections Officer certifies the results of the 1991 elections, a new Independent Review Board shall be created consisting of three persons, one named by the IBT officers, one named by the Justice Department, and one chosen by both parties.

The Review Board shall have a staff of investigators and attorneys and shall investigate allegations of racketeering, bribery, threats against members, and corruption. The Review Board shall conduct hearings and make final and binding decisions. It shall have the authority to review any disciplinary or trusteeship decision of the General Executive Board.

Other Changes. Article XIX, Section 6(a) of the IBT Constitution shall be changed so that the statute of limitations on bringing internal union charges is five years, instead of the present one year.

Article IV, Section 2 of the IBT Constitution shall include, "No candidate (for International union office) shall accept or use any contributions or other things of value received from any employers, representative of an employer, foundation, trust, or similar entity."

Timetable. All of these changes shall be formally placed into the IBT Constitution by the end of the 1991 convention, or the government shall have the authority to seek contempt or other legal proceedings. The IBT may not later change these provisions without court approval.

TDU members called for the Right to Vote and other reforms at the 1981 IBT Convention, and at the last convention in '86.

Up, Down & Around

MAIL HANDLERS UNION REFORM. In November, the Mail Handlers Union reformed its constitution to grant the rank and file the Right to Vote for top officers. Labor journalist Joe Hill reports, "Its current national officers are progressive, young black trade unionists, committed to rank-and-file control and the protection of membership rights." The Mail Handlers is an affiliate of the autocratic Laborers' International Union, from which it is struggling to attain autonomy.

LEARN THIS LESSON NOW. We won the great victory of Majority Rule on contracts, but it only applies if a majority of eligible members participates in the contract vote. Teamsters at the Southern California-based Price Club voted No on their contract, but less than half voted. Therefore, the two-thirds rule was used against them, and the contract stuck.

TRADES RANK & FILE. More than 100 union construction workers assembled in San Francisco on Feb. 4 to serve notice on ineffective union officials, abusive employers and opportunistic scabs that their newly formed Rank & File Organizing Committee is a force to be taken seriously. TDU member Terry Post, a readymix driver in San Francisco, attended the founding conference along with ironworkers, plumbers, carpenters, electricians, tile setters, roofers, longshoremen and members of other trades. Their overriding concerns were to organize the unorganized and bring democracy to their local unions. Recognizing the rank and file's potential, Walter Johnson, head of the San Francisco Labor Council, told the conference, "Change will come when we're in the streets."

SOUTH AFRICAN UNITY. A Congress of South African Trade Unions (COSATU) press release described a March 4-5 "workers summit." "Most remarkable is the fact that more than 700 shopfloor worker representatives were engrossed in rigorous, sometimes sharp, but always constructive debate, on what today represents a fundamental attack on the organized workers of our country. ... All full-time officials were excluded from the summit. ... To our knowledge, this was significant—not only for South African workers, but workers internationally.

TDUers AT PICKET LINE. Ten members of the Atlanta TDU Chapter showed up at Hartsfield International Airport in solidarity with their brothers and sisters in the Machinists union, who are on strike, and the pilots and flight attendants, who are honoring the pickets. The TDUers brought coffee and doughnuts, and served picket duty at the Eastern terminal. Teamsters nationwide are likewise actively supporting the strike.

You Must Plan Now to Protect Eligibility to Run for Delegate

Two years from this spring there will be elections in your local—in all Teamster locals—for delegates to the IBT Convention. These delegates will nominate the Teamster president and other officers, and they will vote on every article of our union Constitution. You can run for delegate and help choose the Teamster president, but you must be eligible.

Dues Must Be Paid on Time

To be eligible, you must have your dues paid on time each and every month for the next 24 consecutive months. If you are on checkoff, that's good. No error by your employer can be used against you. But watch out for any month you are off due to layoff, injury or illness. If you are off a month, it is your responsibility to pay your own dues on time. Even one tardy month will make you ineligible. All concerned Teamsters, even if you are not considering running, should take care to be eligible. Our hard-won rights are meaningful only if we use them.

Some local unions attempt to impose a 50% attendance rule, but this rule has been found illegal by the U.S. Supreme Court in almost all cases. Contact TDU for any questions on eligibility.

McCarthy Misrepresents Settlement Terms

In a March 14 TITAN message sent to all local unions, IBT President William McCarthy gave a misleading report. The report fails to mention that the settlement amends the IBT Constitution to provide the rank and file the Right to Vote for the top 18 IBT officers.

The court order further states that any attempt to remove that clause from our union constitution will place our union in contempt of court and lead to immediate court action.

McCarthy summed up his views of the court order: "I have consistently opposed any settlement. ... I reluctantly accept the terms of the consent order."

Union Wins Temporary Restraining Order

Pilot Shuts Down—Lies to Union, Employees

IBT attorneys won a temporary restraining order on March 20 that prevents Pilot Freight Carriers from selling, liquidating or disposing of any of its assets until the company becomes current in wage, health and welfare, and pension payments to its 1,900 Teamster employees.

Pilot laid off 150 employees at 11 terminals Feb. 3, then claimed it had no plans for more layoffs. The week of March 6, the company began mass layoffs, which culminated in the shutdown of all Pilot terminals March 17.

While publicly declaring that it had no plans to file bankruptcy and that the shutdown was "temporary," Pilot secretly began transferring, liquidating and selling off the company's assets. The March 20 court order obtained by the IBT aims to stop this looting.

Teamsters suspected all along that corporate president Allen Musgrove was liquidating the company, transferring assets to other US Truck Lines subsidiaries and moving some of them, such as Be-Mac, into Pilot territory. This was the thanks employees got for agreeing to a 10% pay cut below the NMFA to help the carrier.

Many employees receiving paychecks from Pilot—after numerous delays—reported that local banks would not cash their checks. In Harrisburg, angry members of Local 776 formed a picket line to prevent Pilot from removing freight that remained in the terminal.

The IBT should also file suit under the new federal plant-closing law, which requires employers such as Pilot to give 60-day notice of mass layoffs or a plant shutdown. Penalties under the new law include 60-day severance pay, pension, and H&W contributions. The IBT reportedly has plans to file such a suit.

TDU has investigated the matter and is prepared to take legal action if it is necessary.

Open Letter on Fatigue Factor

Thank you for your fine publication. It keeps us informed of union activities. We'd like to comment on the letter from Brother David Gaibis in the March issue of *Convoy Dispatch* concerning the "fatigue factor" of road drivers.

This has been a complaint of road drivers for many years. The biological time clock of the human body is based on a 24-hour period. This includes a time for sleep, a time for eating, and a time when you are most alert for job activities. If you disrupt this cycle, known as the "Cercadian Cycle," then predictable results will occur. Jet lag is one of the better known results. In studies conducted by insurance companies, they have found that some people are so sensitive that when daylight savings time comes into effect, the one hour of sleep they are deprived of causes the number of auto accidents to increase.

Our employers feel that the movement of freight is more important than the health of the employees. Our union is letting them get away with it. The disruption of the Cercadian Cycle over a period of years takes a toll on our health and may shave a few years off our lives.

If time departures aren't possible, then why not have two road boards? One would be a 1 a.m. board and the other a 1 p.m. board, with the night board paying premium pay as they do in factories.

It appears the only thing our companies understand are law suits and large monetary settlements. If our union fails to hear our demands for better working conditions, then perhaps we drivers should begin to organize and get more involved. In the past we suffered these hardships because the pay was decent. But now with all the givebacks, 15% cuts, and inadequate pension and health and welfare benefits, it no longer seems worth it to remain silent.

It's time for road drivers to get a little more militant. We're fed up! Thanks for listening to us.

Central States Road Drivers for Better Working Conditions

Chicago ANR Forced Into Concessions

After voting down a 15% Article 6 wage cut twice, ANR was finally able to get the pay cut it wanted in Chicago with a lot of help from Local 710.

After the first two votes, ANR members in Local 710 were told by their BA that the company could not force another vote on the 15% wage cut for another year. Secretary-Treasurer William Joyce then announced at the Feb. 26 union meeting that progress was being made on the negotiations and it looked good for the employees.

The third vote was held March 2. But this time Local 710 announced the vote would be by 51% and not the 75% required in the Master Freight Agreement. Local 710 local cartage and clerical workers are not in the NMFA.

The final vote was 124 in favor of the reduction and 65 against. A far cry from the 75% required of all other votes conducted by the union on Article 6 deals. But well within the sellout proposed by Joyce and Local 710.

The first semi-annual report on the ANR "profit sharing" plan is out and it's no big surprise that members won't get anything for the over $9 million they've already given back. ANR reported a 100.5 operating ratio for the period June 26 to Dec. 31, 1988.

Correction: In our last issue we reported ANR city drivers approved a "concessionary agreement in Local 705." ANR city drivers are in the Chicago Truck Drivers Union, also known as "705 Independent."

Freight Lines

Southern Conference Drivers Get Back Eight-Hour Rest.

The freight companies in the Southern Conference that had gotten away with murder for the last 10 months by including the drivers' eight-hour statutory rest in their 36-hour time off have finally given in. The Southern Conference decided March 1 that the eight hours will be added to the first 36 hours on time off. What did the companies lose by violating the agreement for 10 months? Absolutely nothing. They got thousands of hours from the drivers free with no penalty as the decision is not retroactive. The bigger question may be why the union allowed them to get away with it for 10 months without resolving the issue.

What Is Excessive Speed?

The definition of excessive speed is of prime importance now that it is a "serious" traffic violation under the new commercial drivers license law. A driver guilty of two "serious" violations within three years will lose his license for at least 60 days. Three violations within the same period will bring a 120-day suspension.

The DOT is deciding just what is excessive speeding. The rule of thumb is that speeding is excessive when it is 15 mph or more above the posted limit. The DOT has indicated it will accept this definition. Also included in serious violations is "reckless driving," which has been defined as "willfull or wanton disregard for the safety of persons or property." The DOT is proposing to add erratic lane changes and following the vehicle ahead too closely to this definition. A traffic violation resulting in a fatal accident will also be treated as a serious violation.

The DOT is holding hearings and will rule shortly on the definitions.

Big Carriers Make Big Bucks in '88.

Profits were at record-setting highs for some carriers in 1988 according to the year-end financial statistics just released. The following chart gives revenue and profit figures, along with the percentage of increase from 1987 figures.

	Revenues (in billions)		After-Tax Profits (in millions)	
CF	$2.7	(+17%)	$113	(+52%)
Roadway	$2.2	(+14%)	$80	(+59%)
Yellow	$2.0	(+15%)	$69	(+65%)
Carolina	$ .650	(+ 9%)	$10	(+15%)
Preston	$ .594	(+17%)	$ 7	(no change)

Even PIE Makes Money.

PIE reported a $3 million profit for the fourth quarter of 1988. Year-end results have not been released at this time, but the company claims 1988 will show a break-even year compared with a $42 million loss in '87.

The company also announced a debt restructuring with the former owner, IU. The debt restructuring reduced PIE's long-term debt by $38 million and also allowed the company to buy back eight terminals it had sold to IU in '87 for the same price—$10.8 million.

With an operating ratio of 96.1 in the fourth quarter, PIE could be approaching the sub-97 operating ratio needed to kick in profit sharing. Keep your eye on the reports.

Teamsters at Lyons Get 10% Cut.

The NMFA continues to unravel with yet another carrier paying below scale. The latest group of Teamsters to accept a pay cut were at Lyons Transportation where workers voted to approve a 10% pay cut under Article 6 in return for "profit sharing." Lyons employs 500 Teamsters at its 37 terminals.

Lyons President Donald Maltby explained explicitly the company's reasoning for the pay cut. "The National Master Freight Agreement is not for everybody."

A Despicable Dispatch.

A recent incident at the CF dispatch window in Chicago indicates how low CF is willing to stoop to subcontract our union work to non-union brokers, meanwhile causing danger to the public as well.

Two non-union drivers were waiting at the window for their bills when a Teamster noticed one of the drivers smelled like liquor. The Teamster questioned the driver about the strong smell of liquor on his breath and the driver said, "We don't have to go by your BS rules. We're Kresser drivers."

Prodding him further, the Teamster said, "Oh, so those are your trucks parked outside. Are you waiting to pull our shorties?"

"Hell no," the non-union driver said, "as a matter of fact, we're running Mira Loma."

The Teamster reports that the board was running on 15 hours at the time.

Get Rid of Yellow's Special Panels

The results are in on the first two rounds of the special Yellow Freight grievance panels. It should come as no surprise that IBT President William McCarthy's gift to Yellow has been a disaster for Yellow Freight Teamsters and our union. Reports from around the country confirm this. It's time to get rid of these sham panels.

At first Yellow had the smarts to allow the union a few winning grievances, those that normally would have been settled at the local level. Major items of interpretation or large monetary settlements were either denied or deadlocked. But the second round of panel meetings confirmed that Yellow is playing with a stacked deck. The percentage of losing cases for the union is up, along with the anger of rank and file members and their officers.

Many officers nationwide were shocked at the initial announcement of the special grievance procedure. Their feelings about the sweetheart deal have only gotten stronger with direct experience with the panels.

TDU is circulating a nationwide petition demanding that the union get itself out of this mess. Petitions have been on the street a week and the word is it's going very well. Yellow Freight has reacted strongly against the members banding together and signing the petition by tearing down petitions in several terminals and trying to convince employees that the special panels are good for them. In Barstow, Calif., Yellow management has even claimed that the union panel members are workers at Yellow Freight! Right. And the earth is flat, too.

The union has the power to get out of it with a 60-day notice. It's time for Yellow Teamsters to demand that our union stop these panels, and take strong action to protect the NMFA.

Eyewitness Report from Ohio

Wally Wallis
Alt. Steward, Local 413
Columbus

When I arrived in the room for the panel hearings I saw three Yellow management people and three union people on the panel. Noble Jackson of Yellow Freight was chairing the committee.

Before I came in for my grievance, I was told by the Cleveland road steward that they had just lost all of their 16 grievances. Newark had lost all of their grievances, and Wheeling, W.Va. had lost all of theirs.

When our turn came up, my grievance was first. Vern Bell, our BA, had a copy of the contract attached to my grievance. Vern and Bud Raven, our chief steward, explained my complaint. My grievance was that I should not be forced to do local cartage work when local people and equipment are available. This happened in Baltimore and I feel it is a job protection issue for drivers and city employees.

Yellow's labor man, Ron Booth, explained to the committee that I was being paid for the work, so what's the gripe? He said there was no complaint. The committee agreed and ruled no violation.

Bud and Vern fought hard for that grievance. We thought the decision was a bunch of BS. Bud and I noticed as we were leaving the room that there were several Yellow management people sitting around in hearings. So at our next grievance, Bud told all of us alternate stewards to come in the room. If Yellow could do it, so could we.

Noble Jackson was quite upset that the union would have people sitting around the hearings, too, and he asked our steward who we were. We were waiting for Jackson to tell us to leave, but instead, he asked everyone to leave the room except the committee members. Ten minutes later he called us all back into the room and let everybody stay. I could tell he was mad.

Our next grievance was against Yellow for making new hires pay the $95 for their own physicals. Once again, our union reps fought hard for this one. Yellow's Ron Booth said that people are not employees of Yellow Freight until they get through their probationary period. The committee ruled no violation of the contract. We had lost again.

The next grievance presented was hard to swallow. A driver asked for a weight slip before leaving Columbus. The dispatcher told the driver the company would pay for the time if the unit was overweight; otherwise, the driver would not get paid. Once again, the committee ruled there was no violation of the contract. Grievance denied.

After losing these grievances we realized we were playing against a stacked deck. Bud told the committee that the whole process was a joke, and put the rest of our grievances on hold. I urge my fellow Teamsters to request the petitions from the TDU office so we can begin to get out of this mess.

Building Emery-Purolator-CF Solidarity

Emery Makes Mockery of Contract as Workers Watch CF

Josh Cruz
Local 986 steward, Emery Worldwide
Los Angeles

Union busting and contract violations are commonplace these days. Companies have gone to great lengths to accomplish both. We expect this because of the anti-union sentiment in the country. But we were shocked to learn that the very union to which we have belonged and paid union dues all these years has decided to chuck our contract out the window.

Emery Worldwide, a large company in business for over 40 years, decided to be more competitive in the small package market. Its way of accomplishing this goal was to purchase a competitor, Purolator, in 1988. On the surface this may have seemed a good idea, but Emery shot itself in the foot.

In an effort to survive, Emery went to the IBT for help—so we were told—stating that in order to appease its creditors, it needed cooperation from the union. What resulted was an agreement between the IBT and Emery that, in essence, made a mockery of our contract. In laymen's terms, the International union and the company flushed our contract down the toilet.

In a letter of resolution, International Vice President Walter Shea, and Archie Murietta of the Western Conference, agreed to, among other things, the following, despite 100% disapproval by Emery Teamsters:

1. Red circling present full-time employees. Whenever a full-time employee gets fired or leaves the company for any reason, that position then becomes a split shift.

2. No more Emery dock workers or drivers will be hired. But should a layoff become necessary in the future, the layoff will be one half from Emery's ranks and one half from the former Purolator employee's ranks.

3. Certain shifts were designated as split shifts and drivers wanting to bid on these shifts were forced into accepting the splits, even though our contract specifically states we are to be given consecutive eight-hour shifts.

4. A two-tier wage system and substandard contract was imposed on the Purolator employees.

We, the Emery employees, have organized and fought back against these injustices and unfair actions on the part of our union and the company.

CF has purchased Emery Air Freight. What this will mean to the actions of our union and Emery is something we are waiting to see.

One of the actions we have taken was to contact TDU. Through their help we have been able to plan a course of action and develop strong solidarity among Emery employees. We hope to develop a good working relationship with the CF and Purolator employees. Emery employees, and I'm sure the good workers of CF and Purolator, realize our strength is in solidarity.

We will not allow our rights and our contracts to be violated. We will continue our struggle for justice up to and including whatever legal recourses are available.

CF Buys Emery Air Freight

CF on Feb. 13 acquired Emery Air Frieght Corp. for a $230 million price tag, stating the acquisition is a major step in dominating the heavy air freight market. Several analysts quoted in financial publications said they expect CF to sell off Emery's package express business in order to concentrate on the heavy cargo operations. The communications director for CF, while not commenting on these reports, said, "We emphasize heavy cargo, whether it's LTL, intermodal, ocean or air shipments."

CF Chairman Raymond O'Brien unloaded 32,000 shares of his holdings a week before the company's stock dropped on news that it would acquire Emery. He unloaded the stock for $36.75 per share, and the stock dropped to $32.78 upon announcement of the sale. How's that for a show of confidence in the acquisition?

Coverage Fees Hurt Central States Retirees—It's Even Worse in West

McCarthy Says He'll Try to Resolve H&W Charges

IBT President William McCarthy, responding to hundreds of letters from members and TDU's petition drive of 30,000 names, has pledged to work to dump the new $50 health and welfare charge for Central States retirees. In a Feb. 27 letter to St. Louis Teamster Bob Werneth, McCarthy wrote that he is attempting to resolve the matter with the Central States H&W Fund trustees. "While I cannot make any specific promises at this time, I am reasonably confident that the issue will be resolved to your satisfaction."

Elimination of the new tax on retirees would be a good-faith step in dealing with the pension problems. We hope Brother McCarthy can and will make it happen.

The campaign for better pensions is moving forward. Our goal is to roll back this $50 takeaway, gain an adequate 30-and-out retirement, COLA on pensions, and elimination of the overly strict re-employment rule in the Central States Fund. TDUers are continuing their investigation of the possibility of legal action against Central States's re-employment rule. Inquiries on this matter should be directed to the TDU national office.

Grocery Bag

Tacoma Teamsters Prepare for Tough Contract Talks.

Teamsters at the Tacoma, Wash., warehouse of West Coast Fruit and Produce, which is owned by Super Valu, face a contract expiration April 1. Local 313 (drivers) and Local 599 (warehouse) have provided the rank and file with no information on negotiations, but it looks like the company is preparing for a confrontation. West Coast has hired notorious union-busting lawyer Warren Ogden, the advising attorney three years ago when West Coast tried to unilaterally cut pay, in direct violation of the contract. Under Ogden's advice, the company now has said it will not extend the contract beyond April 1, as would be customary in continuing negotiations.

Local 313 is playing along with the company by warning members of the dangers of a strike. Officers bring up a recent Supreme Court ruling against TWA flight attendants (see page 7). The impact of the decision affects unions under the Railway Labor Act whose ranks are broken during a strike. The fear is that this decision will be extended to the National Labor Relations Act, which covers most Teamsters, including those in grocery.

Members aren't content to take whatever the company and union hand out as a contract. They've distributed a flyer that reveals the healthy financial position of Super Valu/West Coast. That kind of information helped a few months ago when company officials proposed opening up the contract to set a two-tier wage scale. When one of the stewards showed them a magazine article that listed Super Valu's huge profits the previous year, the company had no response. And when the steward reminded the union officials present how destructive a two-tier is to solidarity, the meeting was adjourned.

Kroger: Some Day My Contract Will Come.

Kroger Teamsters are still in the dark about negotiations on their national language, which the IBT and the company have been purportedly discussing since September. One major issue is increased pension contributions. Kroger seems to be using the drawn-out negotiations to hold on to increased contributions it will eventually have to pay into the pension fund. If the two sides settle on parity with the Master Freight Agreement, which would mean increased contributions of $12 a week, Kroger will have saved about $480,000 for every week negotiations drag on. That's about $2 million every month! It's nothing new that companies have financial incentives to delay settling contracts. But rank and file Teamsters could provide the incentive to settle the talks if their union leaders would only include them in the strategy.

Safeway Drivers Protest Paid Slavery.

The Northern California master contract at Lucky/Safeway allows management to redispatch drivers as long as they have available hours to work under the DOT regs. Thus drivers are being forced to work considerable overtime, while many of their union brothers and sisters are laid off. Previous Nor Cal master contracts at Lucky/Safeway had no mandatory overtime language. It was in some local supplements, but not in Local 315's. When the company snuck mandatory overtime into the master contract last fall, most Teamsters who voted to approve it didn't know they were imposing a concession on Local 315. Better communication with the rank and file could have made conditions better for everybody under the master contract.

When Local 315 shop steward Dennis Dalton saw some unsigned, angry statements on the forced overtime posted at his workplace, he forwarded them Feb. 12, along with his own letter, to IBT President William McCarthy, Joint Council 7 President Chuck Mack, and Local 315 officials George Sveum and Bill Buccellato.

"In short, to save money (under the guise of DOT regulations), the company is callously forcing us to work up to 15 hours a day, or up to 60 hours in a six day period, while hundreds, eager to work, are laid off due to the grocery warehouse fire and the company's cruel and shortsighted economizing," steward Dalton wrote. Safeway's dry-goods warehouse in Richmond was destroyed by fire July 11 and has not been rebuilt, though the company was fully insured. "The long working hours are intolerable. We are, simply, high paid slaves with a dubious future. I plead to you as Brother Teamsters to somehow intervene for adjustments."

Brother Dalton is still waiting for a reply.

Western Conference Retirees Pay Up to $150 for H&W

The health and welfare situation for retirees in the Western Conference is worse. In the West, H&W plans have proliferated, with union officials agreeing to switch members from one plan to another, leaving the first plan holding the bag on retirees. The result has been nothing but hardship on our retirees.

The Western Teamsters Welfare Trust (WTWT), the fund that covers most freight Teamsters in the West, now makes retirees under 65 pay $105 a month to get coverage ($210 to include spouse coverage). These enormous premiums are going up all the time.

Other benefit plans in the West are doing the same, and some are even worse. Elmer Scheidt, president of the Teamsters Retiree Chapter in Fresno, Calif., provided us with the latest hikes imposed on retirees (from Fleming Foods) in the Northern California Teamsters Security Fund. As of Sept 1, retirees will be charged $150 a month for coverage, with increases occurring every six months!

Doug Allan, TDU Western organizer and a retiree himself, reports, "The H&W situation for retirees here is terrible and getting worse. If Brother McCarthy is looking into the Central States situation, he should be even more concerned with the situation here. Central States brothers and sisters can look out West to see where they are headed on this."

Allan says nearly 15,000 Teamsters have signed the Western Conference petition for $2,000 at 30-and-out, COLA, and upgrading certain contracts to bring their benefits up to top scale. Allan attended meetings throughout California in February and reports, "The pension situation is the number one issue. Our pension campaign is already a success, because we are uniting young and old Teamsters in a common effort."

In response to pressure, the Western Conference Pension Fund has sent a questionnaire to all local unions to survey what the local officers think the members want.

Special Insert ☞

This *Convoy Dispatch* includes a copy of a four-page Special Edition for informing new groups of Teamsters about our TDU movement. Copies are available in bundles for distribution in your area. A Spanish edition will be published soon.

Replacing Union Labor With Prison Labor?

Union Must Take Strong Action, Block Roundy's Union Busting

In January, Roundy's Inc., the nation's ninth-largest grocery wholesaler, announced to employees at its Scot Lad subsidiary warehouse in Lansing, Ill. (outside of Chicago), that their warehouse would be closed and they would be out of work June 1.

Roundy's is moving the work about 60 miles west to a new facility in Westville, Ind. Since the new warehouse is owned by a different Roundy's subsidiary, Midland Grocery Co., management is saying it doesn't have to honor its contractual obligation to redomicile the drivers, mechanics and warehouse workers from Lansing to Westville. Locals 705 and 710, representing the drivers, have filed grievances on this issue.

Drivers who passed by the Westville facility recently saw signs advertising "Applications being taken for drivers and warehousemen."

Will the new workforce be union? Rank and file Teamsters in Lansing haven't been informed one way or the other. They do know that the company has been meeting with officials from their unions—705, 710, 738 and Machinists Local 701—along with officials of Michigan City Local 298, which represents Teamsters in the Westville area.

According to newspaper reports posted in Lansing, a Roundy's personnel executive, David Busch, says the company plans to use prisoners from the nearby Westville Correctional Facility for warehouse and maintenance labor!

Lansing warehouse employees say they've been told by Scot Lad management in meetings that 50% of the Westville warehouse workforce will be from the prison, and that management will "hand pick" which of the Lansing warehouse Teamsters will be allowed to follow their work to Westville. That should take care of anybody who stands up for their rights!

Employees of Roundy's and its subsidiaries see this action as part of a pattern of union-busting activity that has affected Teamsters in Milwaukee, and Columbus and Lima, Ohio, along with those in Lansing.

Our union must stop these blatant unfair labor practices and protect the rights of our union brothers and sisters using the strongest means available.

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Organizing for Rank and File Power

Keeping our work safe and secure, gaining decent wages, pensions and benefits, maintaining our dignity on the job—all these depend on an effective union. Whether we drive a truck, work in a factory, an office or a processing plant, unity with our co-workers and with other unionists is the only way we'll protect those things for our future and our children.

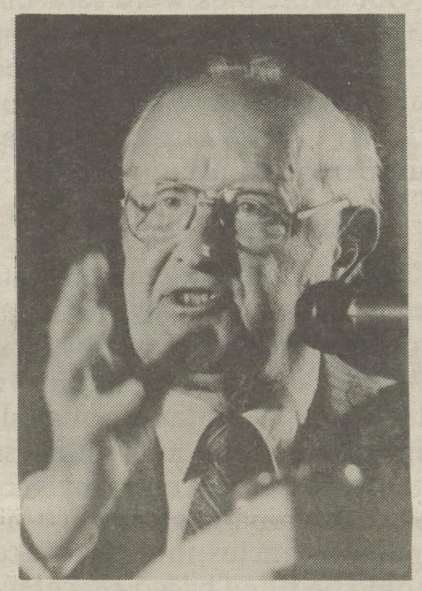
Teamsters for a Democratic Union (TDU) stands 100% for unionism and for a more effective Teamsters union. That's why we work so hard to improve our union, to which we all belong. We are not a group to break away from the Teamsters. We are a rank and file caucus within the union, dedicated to making it democratic and responsive to the members.

Solidarity for a common goal cannot be imposed by dictators—not in Poland and not in our union. It must be won by the understanding that comes from informative communication and honest discussion. Effective democracy is what will guide our union in the future, but no one will hand it to us.

Major victories have been achieved and more are in sight. What you decide to do will make a difference. This four-page Special Edition of our national newspaper, *Convoy Dispatch*, is an introduction to TDU. It contains many details. But those details are all pointed toward this goal of winning democratic reforms within our union and using those reforms to build a strong, democratic Teamsters union. Those details are fulfilled in the day-to-day work of TDU members on the job, in their local unions and TDU chapters, and in the work of our rank and file movement throughout North America.

There is growing in the ranks a wildfire for change. It's going to sweep this nation and you're a part of it. It is not confined to any one union alone. We must build the kind of rank-and-file strength that will set in motion once again the forces of change.

—Victor Reuther, co-founder United Auto Workers (retired) Washington, D.C.



TDU's Winning Record

From TDU's founding in 1976, we've established a track record of positive accomplishments in helping rank and file Teamsters.

The Right to Vote for International Officers. TDU members' 13-year struggle for this most important right was victorious in March 1989 with the court order settling the U.S. Justice Department's racketeering lawsuit against the International Brotherhood of Teamsters (IBT) and its General Executive Board members. Every member of this union now has the right to vote for local union delegates to the IBT Convention and for our International union's 18-member executive board. Our top union officers must now be accountable to you, the rank and file members. (See page 4.)

Solidarity Day rallied over 2,000 Teamsters and supporters from other unions and community groups behind the Watsonville (Calif.) Canning strike in 1985.

Majority Rule on Contract Votes. TDUers achieved this major goal of our movement in October 1988 after the General Executive Board agreed to change the "two-thirds rule" in our IBT Constitution to make Majority Rule on all Teamster contract votes the law of our union. (See page 3.)

New Leadership. Through TDU, Teamsters have learned how to reform their local union bylaws to be more democratic. Many have become stewards, business agents and officers in their locals. Now we must mobilize 1.6 million Teamsters to build the future leadership of our union with their voting power.

Winning Teamster Rights. TDUers and attorneys have won such important victories as the right to fair and informed contract votes. We have blocked illegal midterm contract changes imposed without a vote; stopped side deals that insert drug testing into a ratified contract; and, upheld the right to union meetings, open debate and honest elections.

Better Contracts, Fighting Concessions. TDU was born in the battle for better contracts. TDU helps with information and analysis on bargaining, and with enforcing membership rights. TDUers have helped organize rejections of many bad contracts, strengthening our whole union.

Protecting Pensions, Health & Welfare. TDU is on the front line of the battle for better pensions and H&W. When 200 Kroger bakery workers were denied a pension in 1979, TDU was there to win full pensions worth millions. TDU is now fighting for improvements for all Teamsters.

Union Solidarity. "An injury to one is

continued on page 3

TDU's Rank & File Bill of Rights

Building a Strong Teamsters Union

TDU's principles are simple. We are for a strong union and a strong labor movement. We believe the only way to have a strong union and strong labor movement is through democracy. That means the rank and file members should control their unions and have a say in all the decisions that affect their working lives. We believe the membership of this union has the intelligence, creativity and foresight to make our union great.

Our principles were laid out 13 years ago when the founding convention of TDU established the "Rank & File Bill of Rights." Those same principles guide our organization today.

Democratic Bylaws

The key to democratizing our union lies in our International Constitution and local bylaws. We believe in the right to have elected representation, including all stewards and business agents. We have run many successful campaigns to win this right. Vacancies in local office should be filled by a direct election, not by appointment. All contracts should provide for elected officers to retain their company seniority. Democracy begins in your own local union.

Direct Election of Officers

The General President, Secretary-Treasurer, and all International vice presidents should be elected in direct, one-member, one-vote elections. This is a basic right, one that TDUers fought hard to win for all Teamsters. Now that we've succeeded, we are forging ahead to make this right meaningful.

A Fair Grievance Procedure

Every grievance should be judged on the merit of the case, not by horse trading at the panels. When a member wins a case, all back pay should be provided. The corporations should pay for their mistakes. That's why we have contracts. As U.S. and Canadian citizens we are presumed innocent until proven guilty—shouldn't that apply to us as workers? In the end, justice delayed is justice denied. We need a quick procedure, with the right to strike if necessary.

Preservation of Working Conditions

The labor movement should never stand still. Our conditions, wages and benefits were improved through hard battles fought by our union brothers and sisters before us. These gains are not ours to give away. We have not yet achieved total justice and fairness at work. TDUers are fighting daily to preserve our working conditions and the basic dignity of all Teamster workers. People always come first, not productivity.

Safety and Health

You have the right to go to work without fearing for your health. Throughout our history, TDUers have been on the front lines to protect this right to a safe workplace. Workers are not pieces of machinery to be used and tossed away by the corporations. Your health and the well being of your family come before the profits your employer puts first.

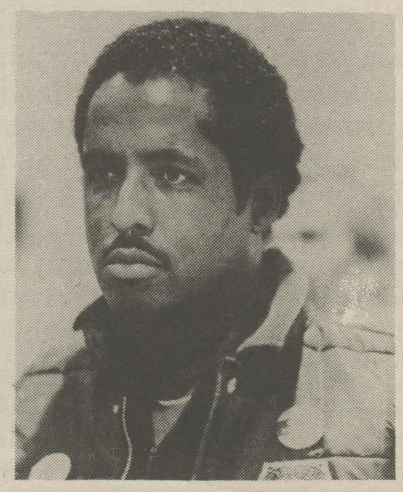
The Eight-Hour Day and Five-Day Week

More than 100 years ago, millions of union members struck for the 40-hour week. We still haven't achieved this goal! Forced overtime and unfair dispatch rules destroy our family lives and cost us jobs. Overtime should be voluntary by seniority. We work to live, not live to work.

The union belongs to the members. TDUers demonstrated for the Right to Vote for top officers, Majority Rule on contracts, and other reforms at the 1986 IBT Convention in Las Vegas.

TDU represents what unionism is all about and what we are trying to build in our local union, and at our jobs with UPS: equality, dignified working conditions, better pensions after years of hard work. TDU has been a leader in educating Teamsters on their legal rights and what's going on in their contract negotiations. TDUers are leading the fight against concessions in Teamster industries.

Michael Savwoir, Local 41
United Parcel Service
Kansas City, Mo.



A Decent Pension

Every single dollar in our pension funds belongs to us. While corporate heads and union officials rake in multiple pensions, many workers face the prospect of near poverty in their old age. We are entitled to a livable pension at 25- and 30-and-out with a cost-of-living clause. Your pension is controlled by corporate and union trustees who will never have to worry about their own pensions. Doesn't it make sense to elect our union pension trustees and put some retirees in control of the funds to safeguard our money?

Just Salaries for Officers

Union officials whose salaries are more than double members' salaries cannot understand the problems of the members. In 1987, 124 Teamster officials made more than $100,000—and that number is growing. No officers should make more than the highest paid working members in their jurisdiction. Salary increases should be limited to the average increase of the membership and should be subject to membership approval. The labor movement wasn't built by men and women looking to get rich. It was built by those who loved the labor movement and sacrificed for justice for all workers.

Equality for All Teamsters

Not all Teamsters make good wages. Some make minimum wage. Many can barely make ends meet. We believe the union should fight to bring all wage levels to the highest standards, not a lot for the few and little for the many. It's the union's job to fight the hardest for the lowest paid.

End Discrimination

Employers have always used divide-and-conquer tactics to weaken the union. They pit young against old, man against woman, black against white, casual against regular. We oppose these injustices and divisions and support actions that will correct past injustices. We believe in solidarity. We are all brothers and sisters.

How to Contact TDU

TDU National Office: P.O. Box 10128, Detroit, Mich. 48210. (313) 842-2600.

Wash., D.C. Office: (202) 785-3707.

N.Y./N.J. Office: (718) 834-0631.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif. 91750. (714) 593-9791.

TDU: a Grassroots Movement of Working Teamsters

TDU is a non-profit, grassroots movement of concerned Teamsters.

When you join TDU, you will receive an informative membership packet, a signed membership card, and a copy of the TDU Constitution. You will receive each issue of *Convoy Dispatch* at your home. Membership and contract bulletins, and announcements of TDU meetings in your area will be mailed to you. Our membership list is kept confidential from employers and union officials.

As a TDU member you will be entitled to call or write our TDU organizers or attorneys for advice, and you'll get straight answers. Legal decisions, financial reports on your employer and local union and more will be yours on request. You can be put in touch with TDU leaders or members in your area.

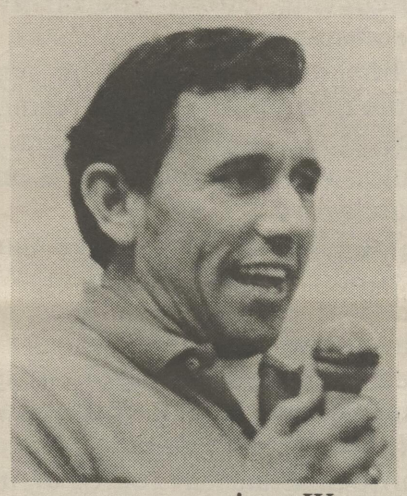
TDU Chapters are formed in locals and areas where there is sufficient interest. Chapters set their priorities and goals, and elect a steering committee. The TDU national organization, staff and attorneys are available to serve local chapters. TDU is also establishing company-wide networks of Teamsters at various employers and crafts.

TDU is financed by Teamsters. Your $30 annual membership—or $75 for a three-year membership—provides the biggest part of our budget.

In addition, we conduct fundraising events, accept donations and receive income from our educational materials. We also receive some support from friends in the labor movement who share our vision of a democratic Teamsters union, and from labor's allies in religious and community organizations. We need your membership to keep us going and growing.

The TDU Rank & File Convention is held annually and is open to all TDU members to have a voice and vote in a democratic forum. Our International Steering Committee is elected at the convention each year for a one-year term. Educational workshops are held, contract campaigns are planned, goals are voted on.

TDU International Steering Committee members are elected by our members and are concerned Teamsters who serve without salary. Many are stewards, officers or delegates in their local unions and have stood up for the rank and file in strikes, contract battles or lawsuits to win members' rights.



The fight for the Right to Vote is what got us where we are today in Georgia: on the verge of defeating the 30-year dictatorship of the Mathis family in our local union. It has never been hard to recruit TDU members in my area—especially since TDU won Majority Rule on contracts and the rank and file's Right to Vote for our International union officers. The majority of Teamsters in Georgia are fed up with millionaire union officers who sleep with millionaire company executives. We are working together to bring this union back to its members.

—Doug Mims, Local 728, Consolidated Freightways, Atlanta

TDU's Winning Record

continued from page 1

an injury to all." TDU backs organizing drives, strikes, alternative workplace strategies, and union solidarity. Our local chapter members take the lead as "Teamsters Helping Teamsters."

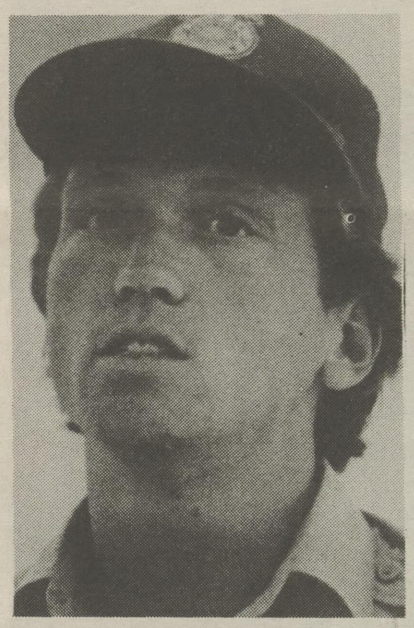
Membership Education. TDU's annual Rank & File Convention features leadership training and educational workshops on pension and legal rights, the grievance procedure, and labor history, to name a few. Members in the various Teamster jurisdictions meet to discuss mutual problems and organize strategies. TDU publishes legal rights books and brochures, stewards manuals and contract bulletins. TDUers build local chapters, sponsor meetings on shop-floor issues and contracts, and publish newsletters.

Protecting Health & Safety. TDU designed whistleblowers' protection in the trucking industry, and testified before and lobbied Congress for its successful passage. TDUers take the lead on health and safety issues for all Teamsters. Our Washington, D.C., office works with rank and file Teamsters in coordinating this program.

None of these victories would be happening without the support of rank and file Teamsters, like yourself. We ask *you* to take a positive step—join TDU. The $30 annual dues is a small price for a big investment in a better future.

Majority Rule—What It Means

The union is in a better bargaining position than ever. In the past our employers only had to "sell" a contract to one-third of the workforce to get it passed because of the rule requiring a two-thirds rejection. With Majority Rule now covering all national and local contracts, Teamsters can stand united in a bargaining position.



Joe Fahey
President Local 912,
Watsonville, Calif.

TDU started in Watsonville in 1980. We got many members involved in the union for the first time, coming to union meetings and learning to stand up for their rights and dignity at work. When the 1985 Watsonville Canning strike began, the union was not providing the necessary leadership. TDU sponsored a Solidarity Day and over 2,000 strikers and supporters came out. Local 912 has become a better local over the years. It didn't happen by itself. The members made it happen. And TDU got it started.

Majority Rule means the opportunity to continue winning our "Bill of Rights." For example, if the majority of the workers stand together to win increased pension contributions or a true cost-of-living clause from the employer, the bargaining power shifts toward the union.

TDUers fought hard to win Majority Rule. They didn't rely on some special leader or the courts to get it for them. They organized rank and file power. Majority Rule stands as the finest example of how increased democracy strengthens the union. That's what our movement is all about.

Convoy Dispatch

This four-page Special Edition of *Convoy Dispatch* offers a brief introduction to the purpose, organization and history of TDU. Copies of this Special Edition are available for distribution through the TDU national office, P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.

Regular 12-page editions of *Convoy Dispatch* are mailed to every TDU member. Hundreds of TDUers distribute papers to thousands of Teamsters at their workplaces and local unions.

Convoy Dispatch, "The Voice of the Teamster Rank and File Since 1975," brings together the North American movement of rank and file Teamsters. Each issue offers news and analysis on our union and our workplaces, and gives working Teamsters a national voice that would otherwise not be heard.

Democracy Is the Keystone of Our Union ...

When the rank and file are informed, armed with knowledge of their legal rights, and actively involved on the shop floor and at the union hall, the foundation of the union is strong. Through active debate, free elections and solidarity, a union is built in which all its members can take the deepest pride. Such a strong, democratic union will have the capacity to meet head-on the challenges of collective bargaining and organizing.

But for decades the 18 officials who sit on the General Executive Board of our International union have been accountable only to themselves. They have been "elected" at conventions composed almost entirely of other officials whom they control. They think the union is their union and they despise the rank and file for demanding democracy.

By setting six-figure salaries and multiple pensions that are rubber stamped at these conventions, they have enriched themselves in the name of unionism. That's certainly not democracy. As a result, our International union has become a lethargic plutocracy.

But after years of struggle and TDU organizing, the rank and file have now won the Right to Vote, to freely elect those top 18 officials. The tool is in our hands to set our democratic keystone firmly in place. The next IBT Convention will be held in June 1991. Secret-ballot elections for delegates will be held in every local union within six months of the convention.

Those delegates will participate in secret-ballot elections to nominate candidates for the General Executive Board: General President, Secretary-Treasurer, five at-large vice presidents, and 11 conference vice presidents. In the fall of 1991, the rank and file will determine who among the candidates will represent us for the next five years.

The door of our Teamsters union has opened to the members. But we must organize to make the Right to Vote meaningful. There is no democracy in a one-party system.

We must work together to elect convention delegates and nominate candidates for top offices who have the vision and the courage to tackle our union's problems. It will take a mass movement of Teamsters who can muster the resources to reach 1.6 million members.

That movement exists. It's called Teamsters for a Democratic Union. We need your support so we all can make the most of this historic time in our Teamsters union.

Join TDU

These Kroger bakers in Detroit proved the power of rank-and-file organizing when, with the help of TDU, they successfully sued to win their full pensions and retroactive pay worth millions.

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone (___) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

___$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

___$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date___/___

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

... And a Daily Challenge

"But for those who think and those who would say it is time to reform this organization – that it is time that the officers quit selling out the membership of this union – I say, go to hell."

– Teamsters President Frank Fitzsimmons, addressing delegates to the IBT Convention, Las Vegas, June 14, 1976.

Fitz hurled that challenge at rank and file reformers after TDU had just been formed. Most of the delegates at that convention were local union officers who cheered Fitz's contempt for reform. They thought TDU would go away.

TDU was organized and has fought to restore our union to pride and greatness through democracy. We are making great progress and we think our union faces a historic challenge and opportunity.

But for us, democracy is more than a set of constitutional changes, it is a daily challenge to educate, inform and involve Teamster members.

Imagine what could be possible in a union with the resources of 1.6 million members, a union in which *solidarity* is our watchword.

To TDUers this is more than a good idea, it *is* unionism. We know it can work because we have seen countless Teamsters become active in a heroic struggle against great odds – and win! We have even seen some of those officials who jeered at our ideas explain why they are now for them.

Our futures depend on this union. We know it can and will be rebuilt. The sooner you become involved, the sooner it will happen. Join TDU today.

TDU has reached an all-important milestone on the road to victory that began in 1976. As our 1988 motto, "It Can Be Won by '91," predicted, we have won the right for direct election of convention delegates, the Right to Vote on our top officers, and an Independent Review Board to root out corruption – a massive victory for TDU and the rank and file of this union. Now more than ever it is you, the rank and file members, who must make the final drive home and deliver the goods. Our destination is Orlando, Fla., for the 24th IBT Convention, June 17-21, 1991. Will we complete our journey? It is all up to you. Join TDU.

—Diana Kilmury, Local 155, Vancouver, B.C.
Delegate to '81, '86 IBT Conventions

Washington Watch

Drivers' Efforts Hold Off Triple-Trailer Legislation

Teamster drivers in Wyoming and New Mexico and a local union won a major victory for highway safety when they organized fellow workers and citizens to lobby against legislation that would have permitted triple trailers to run on the highways of both states. Their efforts paid off and the legislation was defeated.

The dangers of triples and other combination vehicles have been documented in studies conducted by the federal government and outside consultants. Hazards of triples include the following:

- Increased tendency to jackknife during sudden stops.
- Decreased responsiveness to steering.
- Increased brake failure.
- Increased tendency to roll over in an accident.
- Increased tendency to spin out on curves.
- Decreased ability to avoid obstacles on the road without losing control.

The trucking industry fought hard to get triples legislation passed in Wyoming because Interstate 80 runs through the state. Industry lobbyists stooped so low as to bring in drivers from Montana and Utah, where triples are legal, to testify in favor of the triples legislation. Drivers in Wyoming and Local 307, however, fought back. They initiated a letter-writing campaign to the state legislature and solicited letters from other drivers and the general public. The drivers pointed out to the legislators the rough nature of the terrain on I-80, including year-round snow and ice in mountainous areas. The drivers also disputed the industry's claim that the triples legislation would lead to new jobs in the state.

"What this really means is that one-third of the drivers will be laid off," one Wyoming Teamster told *Convoy Dispatch*.

The drivers also pointed to a newspaper survey that 76% of all Wyoming residents opposed triples on the highways. The legislature responded by voting down the legislation not only once but twice. After the bill's initial defeat, the industry attempted to sneak it in a second time as a rider to another bill, but the legislature defeated it again.

In New Mexico, TDU member Bob Rodgers and his wife, Pat, began their grassroots lobbying efforts after statewide Local 492 refused to extend any DRIVE money to help defeat the triples legislation. Brother Rodgers, who has been a Teamster for more than 30 years and now drives for Yellow Freight, handed out petitions all over the state to fellow Teamsters, relatives and friends. These efforts resulted in the collection of nearly 2,000 signatures of citizens opposed to the legislation. In addition, more than one-third of the Local 492 members put their signatures on the petition.

Bob told *Convoy Dispatch* that allowing triples in New Mexico would be especially dangerous because the highway patrol is off duty from midnight to 6 a.m. due to a lack of funding in the state.

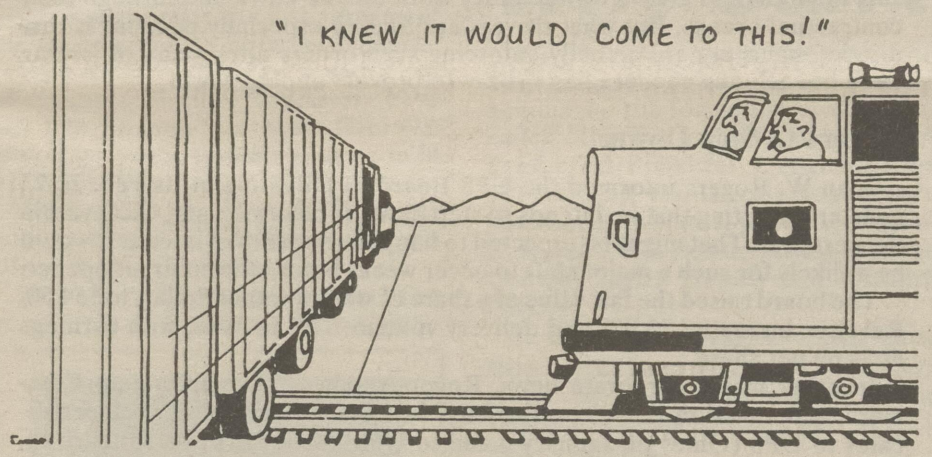
He enlisted a friend to make a video tape of drivers speeding along the highways during late-night hours, of poor highway conditions and of accidents involving the drivers of doubles, which are permitted in the state. Bob made an appointment with his state senator for a viewing of the video tape, and as a result of this campaign the triples legislation was pulled from consideration in February without having been put to a vote.

In Minnesota, proposed triples legislation has become a very controversial issue, and one that divides state and International union officials. A letter from Minnesota DRIVE rep Wes Lane and distributed to legislators by the Minnesota Trucking Association states that Joint Council 32 and DRIVE "are very actively supporting triple trailers. ... Triple trailers will help industry and jobs."

Quoted in the same article, R.V. Durham, International VP and director of health and safety, expressed concern about the safety of triples. "It appears to me the trucking industry is never going to be satisfied—enough is enough. ... I don't know too many drivers who favor triples," he said. Some drivers are reported to be petitioning against triples in that state as well, and citizens groups are mustering opposition to the bill, which has been winding its way through Senate and House subcommittees. At press time, the legislature was on Easter recess.

Any driver wishing more information about the safety studies of doubles and triples should contact the TDU Washington office.

The trucking industry fought hard to get triples ... Drivers in Wyoming and Local 307, however, fought back. They initiated a letter-writing campaign to the state legislature and solicited letters from other drivers and the general public.

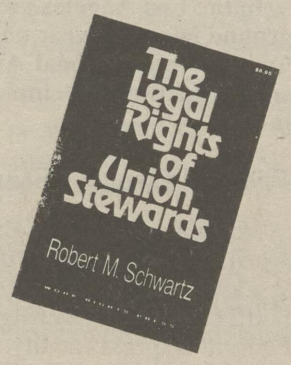


Not Just for Stewards!

The Legal Rights Of Union Stewards

A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

Price: $9.95 each (postage and handling included); $8.95 each for 5 or more.



Please send me _____ copies Amount enclosed $_____

VISA/Mastercard # _____ Exp. date ________

Signature _____

Name _____

Address _____

City/State _____ **Zip** _____

Return to TDU, Box 10128, Detroit, MI 48210

Supreme Court Decision Favors Scabs at TWA

The U.S. Supreme Court, in a 6-3 decision, ruled Feb. 28 that union members who scab are not mandated by law to be laid off at the end of the strike in favor of higher seniority strikers. Although the decision is only under the Railway Labor Act (rail and airline employees), it could be extended in the future to cover other workers.

The impact of the decision will be nil in the vast majority of strike situations, but in a strike where the union is broken, this decision aids the employer and favors scabs.

In the 1986 Federation of Flight Attendants strike against union-busting at TWA, some 1,280 union flight attendants crossed the picket line, while some 5,000 remained on strike for 72 days. The strike, unlike the current strike at Eastern, did not gain the strategic backing of the pilots, and was defeated. The union made an unconditional offer to return to work. Without a signed contract in place, TWA management kept the crossover scabs on the job, and let strikers come back as workers were needed. As the strikers came back, they carried their full seniority, but the crossover scabs with lower seniority were not "bumped" off the job to make way. This was the issue the union took to court.

The decision does not change any rules on replacement scabs, only union members who cross the line. And it does not affect a strike where a contract is signed, which puts all union members back to work.

Union attorneys have downplayed the significance of the case, while management and the media have played it up. UPS management posted it at some buildings, though it will have no effect at all on a labor dispute at UPS. Everyone agrees it again shows the anti-labor bias of the Supreme Court. The decision was written by Justice Sandra Day O'Connor. Justices Brennan, Marshall and Blackmun dissented, writing, "such discrimination on the basis of union activity is inherently destructive of the right to strike."

Union Clarifies Positions at Small-Package Division Meeting

Reports indicate the Teamster Parcel and Small Package Trade Division held a productive conference when union officials met in San Diego in February. Although the 1990 contract was not a topic, some officers said they were impressed with Director Al Barlow's tough talk on UPS, especially those who were tired of former director Dan Darrow's empathy for the company. A few items of interest discussed are reported here.

Incentive/Bonus Plan

Barlow said he's against the Incentive Plan. He warned locals not to get suckered into recognizing the plan, which causes nothing but problems, and said they shouldn't whine to him if they let the plans into their centers and the inevitable problems result.

Lump-Sum Bonus Payments to UPSers on Workers Comp

The union clarified its position on the eligibility for lump-sum bonuses of UPSers off on workers comp. If employees attained seniority by May 1, 1988, and were still employed by UPS on Dec. 1, 1988, they were eligible for their bonuses whether they worked during the year or not.

This is the proper reading of the "on the payroll" language. But we know UPS pocketed lump-sum checks of many unwitting Teamsters and can only wonder how many. One UPS labor man told a steward that those on workers comp who were eligible to receive these checks would get them "if they asked for them." Teamsters should not have to ask for their paychecks, and lump-sum bonuses are nothing more than deferred paychecks that don't accrue on our base wages.

NDA Work on Holidays

A concession in Article 40, Section 4 stipulates that NDA work on certain holidays, including the day after Thanksgiving, shall be paid at straight time, in addition to holiday pay. However, the language also states this work shall be offered in seniority order within the package driver classification and that each employee put to work shall get an eight-hour guarantee.

The union stressed that this is strictly voluntary work. Those who choose to work these holidays shall only do NDA work. UPS cannot provide other work to fill out the eight hours. When the NDA is done, you get paid eight hours, even if actual on-duty time is less.

Medical Release Forms

In many areas, UPS has used a medical release form for DOT physicals that authorizes it to obtain all of the employees' medical records. This violates the employees' rights, as UPS could use this to discover medical history that is unrelated to your ability to perform your job and totally none of UPS' business. Our union agrees.

Some locals have had trouble with this for a few years. In California, locals printed forms for employees to rescind this authorization. New York Local 804 printed forms limiting authorization solely to the required DOT-related information and gave them to all stewards. It is reported that the Central Pennsylvania Grievance Panel OK'd UPS' intrusive form. Hopefully, the IBT will now take care of this once and for all.

On another issue, the union stated that bar code scanning of NDA and blue label packages is Teamster work and not to be performed by non-bargaining unit labor or supervisors.

UPSers who are used to seeing their union grant Big Brown a wide berth during a decade of concessions will be encouraged by these reports. But we have a long way to go. UPSers are determined to use Majority Rule and the Right to Vote to rebuild their contract and union leadership.

New TDU Chapter Forming in Bakersfield

These Teamsters, mostly UPSers and their spouses, were among 70 who attended a February dinner meeting in Bakersfield, Calif. "It was our first-ever meeting in Bakersfield, and we're off to a good start," reported Doug Allan, TDU Western organizer.

TDU is on the move throughout the West. The Bakersfield meeting was part of an organizing tour featuring TDU organizer Ken Paff of Detroit, volunteer organizer Bill Slater of Lakeport, Calif., and Allan.

Meetings and other TDU events were held during a two-week period in Albuquerque, N.M., Flagstaff and Kingman, Az., San Diego, Los Angeles, Fresno, Modesto, Sacramento, Oakland and San Francisco. Pension reform and TDU's move to win the Right to Vote were major topics at many events.

UPS and Downs

Driver Solidarity in Bakersfield Holds Off Incentives.

Because of a lack of space, nine package car drivers were transferred 75 miles from their center in Visalia, Calif., to Bakersfield in September 1987. Drivers in Visalia are on the Incentive Plan, but drivers in Bakersfield are not and had previously informed management, through their Local 87 secretary-treasurer, that the plan was out of the question.

UPS, nevertheless, said the former Visalia drivers would continue to work under the plan. Then Bakersfield drivers began to notice they had been paid additional wages during a two-week period, as though they were under the Incentive Plan. Their district manager claimed this was an accounting error, but UPS was not going to ask for reimbursement from the drivers. Can you imagine that?

Bakersfield drivers couldn't. They warned management that they would file a grievance, realizing that UPS was trying to use the Visalia drivers and this "accounting error" to entice—and entrap—them into accepting the plan.

The drivers are uniting, and the former Visalia drivers want out from under the Incentive Plan in the worst way. They filed a grievance Feb. 2, but have not heard anything on its status at press time.

A recent driver-initiated questionnaire in Bakersfield asked drivers to respond to a number of questions about their worklife at UPS. One asked: Can you run scratch without giving up your personal time? Answer: 22 of the 31 drivers who responded said, No. That's 71%.

Working Off Clock in Virginia and Washington, D.C.

In an interesting twist, managers of the Virginia and Metro D.C. districts have been instructing supervisors to keep drivers in their centers out of the package cars before their start times. At some centers, however, when it has become clear that they will not be able to meet service committments with a strict 8:30 a.m. start time, supervisors have told drivers they may get on the package cars at 8:15 a.m., off-the-clock. Delivery supervisors, in disobeying their district managers' orders, are succumbing to the same production pressures that drivers give in to when they work off-the-clock and through their contractual breaks. But what drivers are finding especially peculiar is that district managers are actually enforcing such orders after years of issuing them but actually encouraging drivers to provide unpaid work.

Rogers to Step Down.

John W. Rogers informed the UPS Board of Directors at its Feb. 22-23 quarterly meeting that he intends to step down as chairman and CEO within the next year. That might be expected to happen sooner than later as it would be unlikely for such a major shift to occur weeks before the contract opener.

The board raised the fair value of a share of stock another dollar, to $54.50. Revenue increased 13.9% and delivery volume 7.7% in 1988, with earnings at $4.69 per share.

In other major corporate news, Rogers reports, "The Interstate Commerce Commission issued unrestricted interstate common carrier certificates to UPS (Ohio) on January 6 and to UPS (New York) on January 11. These ... allow us to implement weight, size and price structures which may become necessary to meet the needs of our customers and to remain competitive." UPSers should ask in PCMs if this means 100-pound parcels.

In the Los Angeles area, UPS announced Feb. 23 that it expects to break ground later this year on a $68 million air hub at a 160-acre site adjacent to Ontario International Airport. The hub will include a 500,000-square-foot sorting facility and employ about 1,450 people when it reaches full capacity in 1995.

Federal Express Starts New Service.

Non-union Federal Express will offer a new overnight service starting April 1 with delivery of documents and packages by the following afternoon at a lower price than its regular overnight service. The letter rate for this new FedEx Standard Overnight will be $8.25 if the customer drops the letter at a Federal Express facility. Delivery by 10:30 a.m. now costs $11. "Customers have been using our competition because of price," said a Federal Express spokeswoman quoted in the Wall Street Journal. "This ... will allow customers to get next-day service at a less costly rate along with our service guarantees."

Spread the Word: a Little Bundle Goes a Long Way.

TDU is conducting a drive to expand distribution of *Convoy Dispatch*. This is especially important at UPS as we build strength for the 1990 contract. We also published a first edition of regular *UPS Network News* flyers March 7 with bundles going out to activists nationwide. Is the news getting into your center or hub? Can you help spread the news to a new center or hub? See page 2 to sign up for a bundle of papers, or call the TDU national office.

Inflation Is Heating Up

It's Time to Get COLA Back in Our Contracts

"For the next contract, it will be better to have our wages tied to the Consumer Price Index so we can be protected from runaway inflation."

—IBT Chief Economist Norman Weintraub on next NMFA, quoted in *The Wall Street Journal,* March 7.

Freight, UPS and carhaul Teamsters know it's a joke. Now the International has acknowledged it's a joke. What's the joke? The cost-of-living-allowance clause in the three major national contracts, and many other Teamster contracts. What's so funny? Not much. Inflation is beginning to heat up after holding at relatively low levels for a few years. Wholesale prices, one step away from the consumer, rose 1% in January and 1% in February.

Any way you look at it, the great UnCOLA ripoff is hurting our wages and bringing down our standard of living.

Last year's Consumer Price Index (CPI) rose by 15.7 points. Teamsters are feeling the effects. Under the NMFA, this would have meant a raise of 52 cents per hour on April 1. The catch is that under the last agreement the union received no wage increase, but did receive a "COLA"—with a cap of 35 cents. Freight Teamsters have just lost 17 cents per hour. Over the next three years, assuming even a mild 4.8% inflation, that same COLA clause without a cap would yield $1.76 per hour in raises tied to inflation. Can you afford to lose this protection?

How are carhaulers going to do? The good news is there's no cap on their COLA, which is due June 1. The bad news is the formula in carhaul reads: "No COLA will be payable on June 1, 1989 or June 1, 1990 unless the amounts calculated exceed the sum of the general raise increases and the employer increases for health and welfare and pension payable on June 1, 1989 and June 1, 1990."

What does this mean in plain English? No COLA for carhaulers, that's what.

The COLA formula in carhaul, freight and UPS is the same: for every .3 increase in the CPI, the wages are raised by one cent per hour. The CPI was set in 1967 at 100 points. It's currently at 356.7.

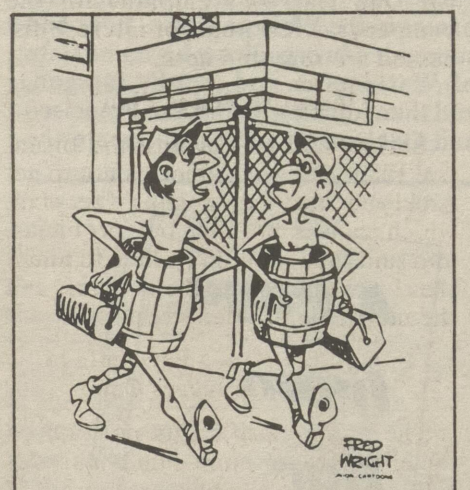
The base figure for the current contracts in Freight and Carhaul was set at the January 1988 figure of 341.0. The January figure for 1989 was 356.7, or an increase of 15.7 points. You get a penny for every .3 increase so that adds up to 52 cents.

However, for carhaulers, COLA does not kick in until the COLA formula exceeds 60 cents—your wage increase due in June (40 cents) plus your benefit raise due in June (20 cents). What it all adds up to is no COLA protection this year. Next year may be different, depending on the rate of inflation.

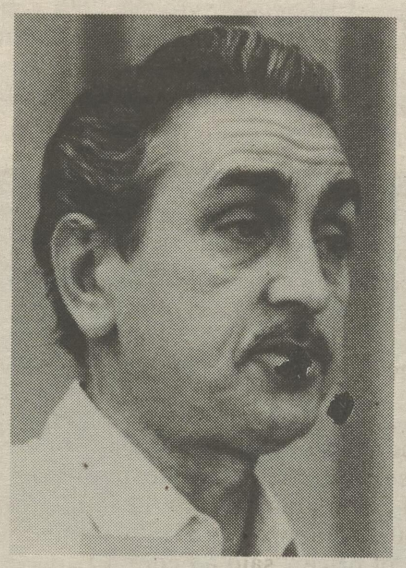
UPSers have no cap on their COLA, either. But their clause may be the worst of all. They get COLA from the starting point of the CPI in January 1987, which was 327.7. Under the formula of one cent for every .3 increase, they would be owed a total of 96 cents since the contract. However, COLA doesn't kick in at UPS until it exceeds the total wage increase for the two years (60 cents) plus the benefits raise (40 cents) *plus* the lump-sum bonus equivalent (about 50 cents)—a total of about $1.50 per hour. That means UPSers won't get a COLA, either.

Any way you look at it, the great UnCOLA ripoff is hurting our wages and bringing down our standard of living. Whether it's by placing a cap on it, or by calculating a point where payments kick in, the employers have gotten off scot free while they have increased their freight rates many times within the life of these contracts.

We had real COLAs in these national contracts and in many other contracts at one time, but gave them up. UPSers can set the pattern for us all when their contract comes up next year. With predicted higher inflation, the union would do well to take its chief economist's advice and begin negotiating real COLA clauses in the future. With Majority Rule, UPSers can make sure this happens.



" As for me I can stand it. But my kids are beginning to lose respect for me. "



Harry Whitcraft
Local 24, CF
Akron

Our pension trustees sure have a lot of gall to say we can't have better benefits while they'll be raking in thousands of dollars a month. The members have built the fund and our union. We deserve to retire with dignity and security after 25 years of service, a COLA on our benefits, and full H&W coverage.

Nashville Teamsters Wonder:

Why Can't We Have TeamCare?

Way back in April 1985, the late Teamsters President Jackie Presser announced the formation of what was called "the first national network" of Preferred Provider Organizations (PPOs) and the largest health care contract of its kind. It was called TeamCare and was to be administered by the Central States Health and Welfare Fund.

It was promised that in a little more than a year from that date, TeamCare would be available in any city in the United States where there were at least 500 Teamsters.

That was four years ago, and still TeamCare is only available in a few locals. Memphis and St. Louis are two areas covered by TeamCare, and many members in these areas like the better benefits, and the cost savings it provides to the fund. There are some bugs in the program, but overall TeamCare has received pretty good reviews.

Teamsters in Nashville Local 480 who have heard about the program have requested that their local president, Luther Watson, request TeamCare from the Central States Fund. So far Watson hasn't made any attempt to request it.

We made a call to the TeamCare hotline (1-800-323-5160). When asked if Local 480 has made any attempt to secure the TeamCare benefits, we were told it has not. We asked how a local union could begin the process of getting the TeamCare program and were told that the local simply has to send a letter to the Central States Fund to let it know the local is interested and the process will begin. The search for the doctors and hospitals is taken on by a team of experts from the fund.

Why TeamCare?

The TeamCare concept was started to hold down inflationary medical costs and save the fund money. A list of doctors, clinics and hospitals is compiled who agree to fixed charges and low rates for their services. The members who opt to join TeamCare choose from this list. If you don't join TeamCare, your present coverage continues. The Central States Fund holds back 10% of the payments to the health providers, who get the 10% if they have met the cost goals set by the fund.

The incentive to join TeamCare comes from the extra benefits it provides. Foremost is extended spouse and family coverage. Under current Central States coverage, your health plan for your family ends when you die. Under TeamCare, when you die, your spouse is covered until he or she becomes eligible for Medicare or remarries. Your children are covered until they are 19, or until age 23 if they are students. Even if your spouse remarries, your children are covered.

Also under TeamCare, when a retired Teamster reaches age 65, the spouse maintains retiree coverage for up to five years or until the spouse becomes eligible for Medicare (whichever comes first). If the retired Teamster dies before age 65, the spouse, if younger, continues coverage until the spouse gets Medicaid or remarries, no matter how many years that is.

Among other benefits over and above Central States coverage, there are no deductibles for visits to the doctor's office in TeamCare. If you are in Plan C-6 or C-5 of Central States, you pay $5 per visit.

Nashville Teamsters Want an Option

The plan is not for everyone. Many people prefer to go to their own physicians. However, many Teamsters want the option. This has become a big issue in Nashville, where many members are finding they have to pay the difference "above the customary charges" of their Central States coverage. This is becoming quite an ordinary occurrence.

The issue has come up at several local union meetings with members asking why Nashville Local 480 will not request TeamCare coverage. Luther Watson has responded by saying, "You really don't want that coverage," and, "Well, we have to wait in line to get it." Perhaps, but you must request it first. Nashville Teamsters think they are capable of knowing what they want, and they want the option of the better and cheaper coverage provided by TeamCare.

"I feel that responsible adults are capable of making the decision of what kind of health coverage they want," said Local 480 member Terry Lovan. "I simply feel that Teamsters in 480 should at least have the full range of options in our health coverage. I just can't understand why Luther Watson hasn't even begun the process of making that available to us."

Members in Central States cities with 500 or more Teamsters whose locals do not offer TeamCare should demand to know why not. And members in other Teamster H&W funds should demand to know why the program was never expanded to their funds. You deserve a choice.

Solidarity, Boycotts Built Teamsters

The modern Teamsters union was largely built through secondary boycotts, as workers struck not simply to win recognition and a contract for themselves, but to win a contract covering all workers in their industry.

Organizing Los Angeles

In the late 1930s, former Teamster President Dave Beck undertook the organization of interstate trucking companies in the Western states. Beck had succeeded in organizing his home state of Washington and nearby Oregon, and then joined with the San Francisco and Oakland Teamsters to create the California Highway Drivers Council (HDC). Organizers launched a Los Angeles campaign in 1937.

At the time Los Angeles was an open-shop town dominated by the anti-union Merchants and Manufacturers Association. The freight workers had no union and the companies paid city drivers 35 to 55 cents an hour and road drivers as little as 15 to 20 cents an hour.

Pacific Freight Lines was targeted as the key company to organize. PFL, with 700 workers, was the largest carrier in Southern California and the second largest in the United States. PFL received strong support from the Merchants and Manufacturers, which provided the trucking company with $67,000 to fight the union. In preparation for the strike, PFL gave all of its workers a 10% raise and hired 175 armed guards from Glen Bodell Detective Agency.

The strike began on March 31, 1937, but because of fear only 120 workers out of 700 walked off the job. The company got an injunction prohibiting picketing, though it could not really be enforced as hundreds of other Teamsters from Long Beach and Los Angeles came to the aid of the PFL strikers. There were many pitched battles between the strikers and the scabs and police, and it is said to have been "one of the bloodiest strikes in Teamster history."

Use of Secondary Boycott

Yet, even with the militancy of the PFL workers and the solidarity of the other L.A. Teamsters, the strike would not have been won without the use of the secondary boycott. The union had targeted PFL because it was particularly vulnerable to the pressure of a secondary boycott, since its freight moved north through San Francisco and Oakland and into Oregon and Washington. In order to reach its final destination, the freight would have to be interlined, passed from one company to another. But when PFL attempted to interline freight, the Teamster-organized companies refused to accept the interlines for fear of a strike, and the workers refused to touch the "hot cargo."

As the hot PFL freight was refused or piled up on the docks, the company lost more and more business. The secondary boycott was starving PFL into submission. Finally on June 2, after nine weeks of strike and secondary boycott, the company gave up and signed a contract agreeing to pay drivers a wage of 75 cents an hour. Not only did the PFL workers win a contract and a huge wage increase, but having seen the power of the union all of the trucking companies in Southern California on Nov. 2 signed a general master freight agreement, and on Jan. 1, 1938 the over-the-road supplement went into effect as well.

Donald Garnel, the author of "The Rise of Teamster Power in the West," writes, "There is little doubt that the one weapon which provided the margin between victory and defeat for the Teamsters was the secondary boycott, coordinated through the HDC and exercised in the Bay Area and Pacific Northwest."

How the Secondary Boycott Organized Nebraska

It was a similar story in the Midwest. There, Teamster organizer Farrell Dobbs had organized the Central States Drivers Council, and using strikes and secondary boycotts had succeeded by August 1938 in negotiating the first central states contract between the Teamsters union and more than 300 trucklines employing 125,000 workers. However, Watson Brothers Transportation Co. and other trucklines in Omaha, Neb., refused to sign the agreement, and continued to run a non-union operation paying substandard wages.

A strike was called, but at the time picketing was illegal in Nebraska, so many Teamster pickets were thrown in jail. Now secondary-boycott pressure was applied to Omaha as Teamsters in all of the surrounding Midwestern states refused to handle freight bound for Watson and other Nebraska carriers. With freight and profits disappearing, the Omaha employers recognized the Teamsters, negotiated a contract, and began paying decent wages.

Hoffa Uses the Boycott in the South

Using these same secondary-boycott techniques, particularly the refusal to handle hot cargo so that no interlines were made with struck carriers, in 1942 the union was extended into the Southwest, and in 1943 into the Southeast.

Then the labor movement received a big setback when in 1947 an anti-union Congress passed the Taft-Hartley Act. Taft-Hartley forbade secondary strikes and boycotts and allowed employers to sue the union for damages in the event they took place. But the Teamsters union found some loopholes in the original Taft-Hartley. In 1949 the NLRB ruled that Teamster employers who had signed a contract containing a hot cargo clause had been induced not coerced, and therefore could be struck.

Later Jimmy Hoffa called upon employers to voluntarily refuse to interline. The employers knew they could be struck under the 24-hour-strike clause if they did not, so they "voluntarily" refused to interline. Thus, while most unions lost their secondary boycott rights after 1947, Teamsters were able to continue to use them for a few more years.

By the early '50s, the Carolinas and Virginia had been organized; the rest of the Deep South followed by the late '50s. For workers in the non-union Southern states, this meant a huge improvement in wages.

Bakeries and Dairies

The tactics used in the freight industry were also applied to other industries such as bakery and dairy. As Garnel writes, "This same strategy was particularly applicable to the dairy and bakery industries, which were dominated by giant regional and national chain concerns like Carnation Milk and Langendorf Bakery companies." The Teamsters struck Langendorf in Los Angeles, but were having difficulties. So Beck called Mr. Langendorf and said, "If you don't settle in Los Angeles, you're going to have trouble in San Francisco and Seattle." Langendorf gave up, and so did the rest of the bakeries.

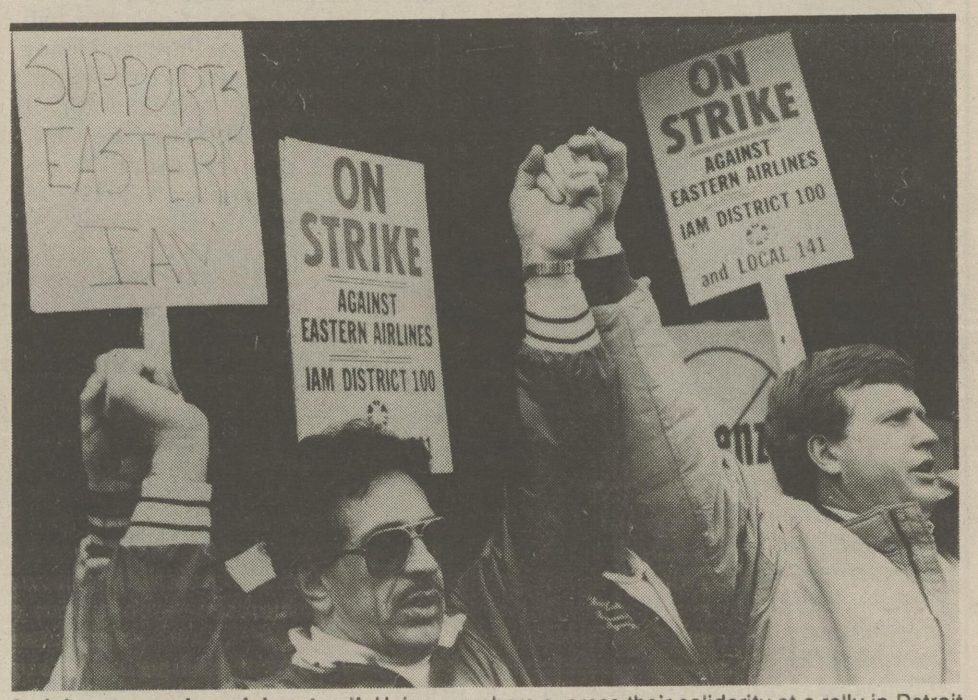
In the history of the Teamsters, secondary strikes and boycotts were expressions of labor solidarity in which workers at one company helped workers at another to win recognition, contracts, grievances, benefits and higher wages. Sometimes they were used to organize an entire group of employers in one region. It was with the strike and the secondary boycott that the union was organized and the employers were dragged kicking and screaming out of the dark ages of sweated labor and into the 20th century. It's time for our union and the labor movement to win back the Right to Solidarity—including the secondary boycott.

Secondary Boycott: of Primary Importance to Labor Movement

The Machinists' strike against Eastern Airlines has raised the possibility of secondary boycotts; that is, economic action taken not only against the union's primary opponent, in this case Eastern, but also against secondary parties, such as other airlines, railroads and companies doing business with Eastern. While this tactic is called the "secondary boycott," it is really of primary importance to labor, and particularly to Teamsters. It is basic labor solidarity when striking workers at one company receive support from workers at another.

Airline and railroad workers who are covered under the Railway Labor Act (RLA) are legally allowed to engage in secondary boycotts, while other workers who are governed by the Taft-Hartley Act are not. For years the AFL-CIO and the Teamsters have opposed Taft-Hartley and called for its repeal. Recently, President George Bush said if Eastern's unions used secondary boycotts, he would call for amendments to the RLA so those transportation workers, too, would lose the right to show solidarity.

We support secondary boycotts, which are expressions of sympathy and support by one group of workers for another. We believe in the right of all workers to show solidarity, to lend their sisters and brothers a helping hand. It's been essential in our history.



An injury to one is an injury to all. Union members express their solidarity at a rally in Detroit for striking Machinists at Eastern. The anti-union Taft-Hartley Act of 1947 constrains unions under the NLRA—such as Teamsters in the trucking and food-service industries— from organizing secondary boycotts and sympathy strikes, which are our strongest expressions of solidarity.

Political Trick Backfires on Mathis and King

Atlanta Members Vote to Reunite Split Local

In a last-ditch effort to hold off a U.S. Department of Labor (DOL) order to rejoin Locals 728 and 928 in Atlanta, Jerry King and Lamar Mathis, the "presidents" of the respective locals, conducted a straw poll of the membership. The results showed that members of Local 728 want the locals reunited, and that the members in 928 can't trust any election conducted by Lamar Mathis.

Members in Local 728 were handed "survey cards" that posed two questions: whether to keep the locals separate or put them back together. The cards were handed out and collected by the appointed stewards in the local, and then returned to Professor John Schmidman of Georgia State University to tally the results. Doug Mims and Don Scott of the Teamsters for Democracy (TFD) slate, which ran against the Mathis family and challenged the results of 1987's stolen election, were invited to observe the count.

The cards were handed out and collected by supporters of King, but the membership in Local 728 voted overwhelmingly to put the locals back together by a 1,257 to 962 margin. Seventy-three votes were voided and 56 votes were not on the current membership list. The 2,292 members who voted in the survey accounted for at least 70% of the membership.

The high voter turnout and the vote to reunite the locals was a favorable sign for the TFD slate. Doug Mims explained, "It's definitely a victory. I asked Jerry King at a general membership meeting before the survey, why they didn't ask the members what they wanted before the locals were split. He didn't respond. Now that the membership has spoken, it doesn't seem that Jerry King cares about what the membership thinks now either. I warned him that this could backfire and it sure seems that it has. At the March general membership meeting, King just read the figures without any comment."

Members Don't Trust Lamar

In Local 928, Lamar Mathis, appointed president of the split-off local, went all-out to return a vote in favor of the split. The local sent out survey cards in the mail, and included business-reply envelopes. Even with this frivolous spending of the members' money, only 20% of the members responded by voting. The results were 580 to stay apart and 242 to unite.

Perhaps the most telling aspect of the Local 928 survey was the local's lack of confidence in the counting of the votes. Observers were not allowed at this vote tally—also conducted by Professor Schmidman—as they were in Local 728. It seems the members, by their refusal to vote in the survey, were showing their distrust of any voting procedures conducted by the same administration that is accused of gross election violations by the DOL.

"First, the members didn't trust Schmidman to count the votes, since he's stated in public that he's a longtime friend of the Mathis family," said UPSer and TFD slate supporter Richard Black. "Second, people were upset at the wording of the ballot and the letter that was sent out by Lamar. He asked if UPS employees wanted to be represented by a freight local, as if freight Teamsters were somehow not our brothers and sisters. The other factor was that people just don't trust anything run by Lamar Mathis."

Meanwhile, the DOL's suit against the locals to reunite them and rerun the tainted 1987 election is continuing. Ironically, IBT Secretary-Treasurer Weldon Mathis, president of Local 728 at the time of the stolen election and father of Lamar, has signed an agreement with the U.S. Justice Department in the racketeering suit, agreeing, "It is imperative that the IBT be maintained democratically, with integrity and for the sole benefit of the members."

Weldon could advise the two locals to stop spending the members' money fighting a losing cause and use both the money and their time for the benefit of the membership. But members in Atlanta aren't holding their breath.

The fight for democracy and free and fair elections continues in Atlanta. With each wish of the membership ignored, with each penny spent of the members' money in defense of the current appointed officers' own interests, Jerry King and Lamar Mathis dig a deeper hole for themselves. With the latest "survey" of the membership, it seems they've outsmarted themselves into revealing just how little they really care about the wishes of the members.

Local 952, Crown Cork & Seal

Workers Fight Unjust Firings by Building Solidarity Fund

Brian Barclay
Local 952 steward
Crown Cork & Seal
Buena Park, Calif.

After 22 years of service, I am out of work by the unjust action of Crown Cork & Seal Co. The details are not important here. What is important is that my union brothers and sisters are fed up with this company's primitive tactics. Crown has developed a pattern of firing people and, after several weeks or months, offering them their jobs back without back pay in settlement of the grievance. Usually, the employee cannot afford to refuse.

In this case our union brothers and sisters started a "recreation fund" to which each donates $5 a week to make up the difference between my usual pay and my unemployment while we fight this all the way. We are determined to show this company that they are wasting their time and money on such efforts from now on.

My fellow stewards, Steve Lugo and Ray Lugo, tell me they don't have to collect because people come to them to donate each week. If they've missed a week, they make it up voluntarily because they feel like they are having an effect. They are, and it feels good.

This is considered a loan and when I get my back pay they will be reimbursed. But most want their donations to be reimbursed into the fund for the next person unjustly fired or laid off. This is what unionism is all about!

I would like to thank TDU. Your handbook on workers' rights made me aware that if we go on strike we have the right to our vacation pay within one week. With this knowledge we at Crown, through the efforts of Ron Crabbe and Gary Odom, scheduled almost all of our vacations after the contract expiration date. This accomplished several things. It sent a message to the company—we are serious. Also, if we do strike, it gives everybody a financial buffer. Most important, it gave us all the feeling that we are in control of our future, which we are!

Union Must Act at Ryder *continued from page 12*

December over improper pay for new hires. You know what? It didn't take months to settle. It didn't go to lawyers, to arbitrators or to Washington, D.C. In less than 24 hours, management fixed the problem and the members involved recently received between $600 and $1,200 each.

Earlier last fall **Memphis CCI owner-operators** got tired of waiting for Ryder to pay them some long-promised money. So when their trucks were parked at the docks, they informed management they would be leaving on their trips when the cash arrived. Ryder tried threats and called the union in Washington, but the threats didn't move cars. And union chairman Tusino suggested Ryder pay the money. The cash arrived.

These examples show that Ryder can be taught respect. But they also show it will take more than isolated cases of resistance to change Ryder's behavior. The attitudes of the local unions, the members and Ryder management need to be adjusted.

Organizing Contract Enforcement

A clear policy needs to be worked out for maximum enforcement of the contract. Members need to be encouraged to stand up for their rights and warned they'll be charged and fined if they undercut the contract with private deals. An experienced, possibly retired, BA or steward needs to be put on the union staff for at least a year, working under Ernie Tusino, the IBT's carhaul chairman, to coordinate the maximum response to Ryder's ripoffs.

This should be someone with a proven record of militant dealings with Ryder. A regular newsletter should be produced to inform, educate and unify the members. Ryder should be informed that Quality Auto Transport and any other phoney non-union outfit it sets up will be followed on every trip by legal ambulatory pickets. A council of elected reps from each Ryder terminal should be convened. Further suggestions should be solicited from these members and an ongoing advisory panel elected from among them.

This is a program that can work. The members will respond enthusiastically. Ryder and other companies will think twice. All it takes is some leadership and resources from our union. We know our dues provide the resources. We hope to see the leadership soon.

Wives Up Front

Sacramento TDU Chapter Celebrates Victory Anniversary

Candy Workman
Sacramento TDU Chapter

The TDU Chapter in Sacramento, Calif., held a spaghetti dinner and meeting Feb. 25 to celebrate the first anniversary of the TDU slate's election victory in Local 150. Over 50 attended the event, including many wives.

This marks the first time we have had so many wives attend with their husbands. I was particularly pleased, as we worked hard setting up the meeting, sending out flyers, planning the food and the other things you have to do to get a meeting together. It really made the work worthwhile.

Ken Paff, TDU national organizer from Detroit, spoke on building TDU chapters after being elected to office. Doug Allan, our TDU Western organizer, spoke on 30-and-out pensions. Bill Slater, a volunteer organizer and Teamster retiree, spoke on the importance of the 1991 IBT Convention.

Marsha McDowell, the wife of a TDU member, said, "I really enjoyed myself and thought it was very interesting. I think TDU is doing a great job and I was happy to find out all the things TDU has accomplished. I think people should make more time in their lives to attend a TDU meeting. I know I will from now on."

You could feel the solidarity in the room as everyone shared information and a feeling of togetherness. It was so nice to see everyone working together. The teamwork that resulted in the meeting is what we feel TDU is all about. It isn't just one person doing all the work, or one person running our local union. TDU is families working together to make our union better.

Marsha said she wishes she had attended the last TDU Rank &File Convention so she would know more about the solidarity we felt there. So we are starting now to save money for this year's TDU Convention in Pittsburgh, Nov. 11 and 12.

Ryder Knows Momentum Is Shifting to Rank and File

Union Must Act to Neutralize Ryder's Attacks

Across the country, the Automobile Carrier Division of Ryder Systems is trying to blast holes in our carhaul contract and demoralize the members. Ryder knows there is an opening for the momentum to swing to the side of the members and the union.

In a war, Ryder's tactics would be called pre-emptive strikes on many fronts. We will describe several more Ryder attacks, as we have since the contract was signed last October. But we will also suggest steps our union leadership in carhaul should take to shift the initiative from Ryder to the union.

These attacks and the union's response will affect us all. Ryder is by far the biggest and most aggressive of our conglomerate employers. Its attacks encourage other employers. An effective response to Ryder will show the employers that times are changing in the IBT. That will help us all now and in the next negotiations.

Half-Rate Backhauls at Georgetown

As it often has in the past, Ryder is trying to open a new terminal at substandard conditions. **Georgetown, Ky.,** is its latest target. But terminal manager Joe Sandy has met good resistance from Local 651, which isn't afraid to listen to the drivers and get help from more experienced locals.

But that hasn't slowed CCI and Sandy down much yet. Despite repeated NO votes, Sandy continues to pay all backhauls over 200 miles at half rate. Payment for filler loads, on which the Central/Southern was forced to accept substandard language in 1985, is as bad. Drivers picking up as many as seven units along the way at different companies are being paid an extra 1/4 cent per mile per unit, even though the contract limits filler units to four within the same company.

Meanwhile, CCI drivers report that managememt has instituted a **corporate lodging program** with no trace of negotiation with Local 299. Also in the Detroit area, the **Ryder non-union subsidiary Quality Auto Transport** continues to run under a phony contract, with a phony non-Teamster Local 707 out of Chicago. Local 299 says it is gearing up to fight QAT. This effort should be as vigorous as possible and deserves backing from the International and all members.

Strike Sanctions Discussed

Strike sanctions have been discussed recently on at least two issues. **Nashville Local 327** requested strike sanction Jan. 5 against CCI for failure to honor a grievance decision. Ryder had refused to pay Nashville CCI drivers for the 21 miles to Smyra, Tenn., when they were dispatched there to pick up loads. Several grievances were filed, including #34 at the Southern Conference, which read: "Class-action grievance filed by Joe Riley for 21 miles from Nashville to Smyrna terminal. DECISION: based upon the facts presented, the claim of the local union is upheld."

Ryder not only refused to pay other drivers the mileage they had been shorted, it is continuing to cut drivers the 21 miles when sent to Smyrna for loads. But instead of issuing strike sanction, union higher-ups have told the local to file a "clarification grievance." This kind of timidity only encourages the thieves at Ryder.

A grievance by **Jacksonville Local 512** for proper pay on the 17 miles to the port was deadlocked at February's Central/Southern panel meeting. Strike sanction was discussed by top union officials under Article 2, Section 7, which allows all economic recourse on local rider issues following deadlocks at area grievance panels. But now the grievance is being kicked upstairs to the national grievance panel, where strike action is also possible after a deadlock. But why the delay? Only Ryder profits by it.

In the 1988 negotiations, the Carhaulers Coordinating Committee of TDU presented a set of proposals that would have strengthened the union's hand in enforcing the contract. These were ignored by the appointed negotiating committee. We'll need to make sure they are not left off the table in the '91 negotiations.

Bold Steps Work

The union does have power now to enforce the contract and must use it to restore the members' faith that the union has the intention to defend not only their pay and conditions, but the very unionization of this industry. Two recent cases show us it can work.

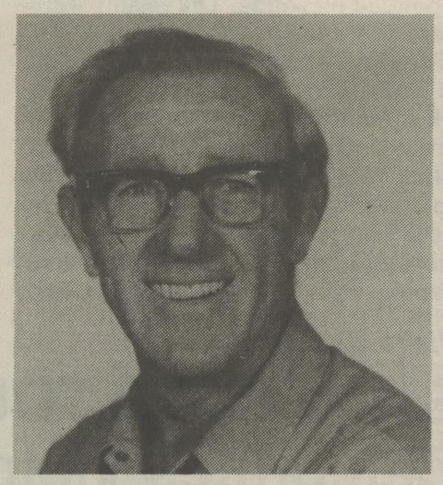
Seattle Local 741 struck Ryder last

continued on page 11

Organize for the Vote!

At the 1986 IBT Convention, I was one of a number of delegates who stood up for the Right to Vote. We were told it was an impossible dream. Now that dream has come true. But democracy is not something you win, it's something you must practice. Join TDU today, and help make democracy work.

Doug Allan, L.A. Local 208
TDU Western organizer,
Yellow Freight driver (retired)



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone (___) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

___$30 membership fee for one year's membership & subscription to CONVOY DISPATCH

___$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date___/___

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Carhaul News

The UAW local representing **NuCar Carriers out of the Norfolk** Ford plant has signed a substandard contract providing for automatic half rates on all backhauls. Previously only new hires had this cut. NuCar can haul half-rate only out of terminals that have a signed agreement to that affect with the Norfolk terminal. But up to 30 loads are going out of Smyrna every week. A grievance has been filed by Smyrna drivers. Contact the International union and TDU's New York office at (718) 852-9230 regarding any UAW drivers pulling improper cut-rate backhauls.

New Jersey Local 560 KAT owner-operators, along with BA Al Vallee, secured on March 20 an NLRB order that KAT must reveal the rates its earnings are based upon. KAT labor man Gordon Birdsall had begged for a six-month delay. Details of the decision were unavailable at press time but will be provided in a future issue.

Birdsall had threatened to replace the owner-operators with company trucks and he talked as though he had already done that in **Springfield, Ohio.** But Birdsall recently suffered a setback there as well. Last year he got a *Driveaway* Grievance Panel chaired by Al Abruzzi of Allentown Local 773 to give him a substandard *truckaway* rate of 32 cents a mile on some traffic supposedly taken off the rail. He started with five company trucks, built up to nine and recently threatened to replace all the owner-operators with company trucks.

In cases #707 and #713 before the Central/Southern Truckaway Panel in February, KAT (and D&M) sought "direction in converting from owner-operator to company-owned equipment as it pertains to the movement of Bus Chassis and U-Haul traffic out of Springfield, Ohio." But Abruzzi was removed from this panel and, while the panel said the companies could switch, "Rates of pay for company drivers shall be as set forth in Article 61 of the C/S Truckaway Agreement." In other words, full rate.

Local rider negotiations are going slowly at **Jacksonville Motor Convoy.** Local 512 hasn't even gotten proposals together yet. Their port pay is woeful. They get $2.40 for a trip requiring two weights at security checkpoints.

Hadley Auto Transport was late last year filing ICC profit reports for 1987, but now shows net income of $3.8 million, up from $2.6 million the previous year. HAT's operating ratio improved to 91.9, among the industry's best.

Another shock for **PMT members moving into the Jack Cooper system.** A Local 70 yard man recently took two weeks of vacation to fill in a layoff at the Fremont plant. When he submitted a doctor bill, he was told that although PMT had always paid H&W on vacations taken during layoffs, Cooper was not paying so he was stuck for the bill. BA Ernie Freitas says the company can do it. A grievance has been filed. No matter what the outcome, we'd better make sure we've got somebody who can plug this loophole negotiating the next contract.